

DOCUMENT RESUME

ED 052 691

HE 002 299

TITLE At the Brink; Preliminary Report on the Economic Status of the Profession, 1970-71.

INSTITUTION American Association of Univ. Professors, Washington, D.C.

PUB DATE Apr 71

NOTE 88p.; Presented at the 57th Annual Meeting of the American Association of University Professors, Philadelphia, Pa., April 16-17, 1971

EDRS PRICE EDRS Price MF-\$0.65 HC-\$3.29

DESCRIPTORS \*College Faculty, \*Faculty, Fringe Benefits, Income, \*Salaries, \*Surveys

IDENTIFIERS \*American Association of University Professors

ABSTRACT

Part I of this report on the economic status of college and university professors discusses the experience of the year 1969-70 in terms of rate of increase in compensation which, taking real purchasing power into account, was only 2 percent; this part also presents statistical data and an analysis of salary increases by type of institution and type of control. Part II deals with the dimensions of the crisis facing the profession and the choices it poses. The third part discusses the nature of the AAUP survey and its rating scales. The ratings were revised in 1969, and some criticism of these revised ratings is included. The bulk of the report consists of statistical tables on salaries and salary increases in various types of institutions. (AF)

ED052691

# AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

## AT THE BRINK

### Preliminary Report on the Economic Status of the Profession, 1970-71

U.S. DEPARTMENT OF HEALTH,  
EDUCATION, & WELFARE  
OFFICE OF EDUCATION  
THIS DOCUMENT HAS BEEN REPRO-  
DUCED EXACTLY AS RECEIVED FROM  
THE PERSON OR ORGANIZATION ORIG-  
INATING IT. POINTS OF VIEW OR OPIN-  
IONS STATED DO NOT NECESSARILY  
REPRESENT OFFICIAL OFFICE OF EDU-  
CATION POSITION OR POLICY.

PRESENTED AT THE FIFTY-SEVENTH ANNUAL MEETING  
PHILADELPHIA, PENNSYLVANIA, APRIL 16-17, 1971

HE 002299

## AT THE BRINK

### PRELIMINARY REPORT ON THE ECONOMIC STATUS OF THE PROFESSION, 1970-71<sup>1</sup>

This year's report on the economic status of the profession, in addition to introducing a much expanded set of data, will discuss three issues; first the experience of the academic year just past, second the dimensions of the crisis facing the profession and the choices it poses, and third the nature of the AAUP survey and its rating scales. Inclusion of the first two requires neither comment nor defense. A detailed review of Committee Z's policies and procedures is required not only because the bases of recent changes have been widely criticized as well as frequently misunderstood, but because they are now to be subject to yet further modifications.

#### Part I: Standstill and Erosion

##### *Rate of Increase in Compensations*

A year ago our report began "Taking into account the rise in price level, the change in faculty compensations was scandalously small.... In terms of real purchasing power, compensation levels grew less than 2 percent." (Emphasis in original.)

---

<sup>1</sup>*Chairman's Footnote:* The Committee Z report is the product of so many hands as to make comprehensive acknowledgement impossible, but I do hereby express my thanks. While I lack Professor Baumol's gift of gracious acknowledgement, I am no less appreciative than he of all who contribute to the annual survey and its processing, for it is they, not I, who create this report. Only one person is indispensable, and she is listed as a co-author of this report. The other members of Committee Z, who contribute so willingly of their time and their intellects to the rewarding, but unrewarded, service of the Association, are parties to everything about the report except its drafting. Professors Ramona First and Albert Imlah completed terms of service with the Committee this year, and Professors Robert Dorfman, Jean E. Draper, and Robert J. Wolfson began new ones. Professors Robert W. Friedrichs and Peggy Heim continued in service.

In this, my first report, I have the pleasure of acknowledging the tremendous debt we all owe my distinguished predecessor, Professor William J. Baumol of Princeton University. His nine years as Chairman were ones in which the Committee and the profession flourished. The rise in real academic compensations during his tenure was large, and was significantly influenced by his efforts. I hope, however, that I will not be judged by that standard of success, for reasons that will be obvious soon, if indeed they are not already. My comparative disadvantages are great enough as it is. P.O.S.

The news this year, in brief, is worse! The Consumer Price Index (CPI) rose by nearly 6 percent over the relevant academic year, while average compensations rose approximately 6.2 percent. The increase in *real* terms thus was barely noticeable; this was, on average, a year of standstill. But standstill on average means that many of the members of our profession have suffered decreases in their real income.

This continuation in the downward trend of progress is illustrated dramatically in Figure I, which shows the change in average compensations (salaries plus fringe benefits) for each year of the decade. In each case the height of the bar represents the average percentage increase in compensations in money terms. But the white portion represents the increase in the Consumer Price Index. Thus, only the black portions of the bars represent increases in purchasing power. In every year but this, a significant increase was achieved. The downward trend in the increase that began in 1967 continues, and threatens to turn into net decreases unless the course of inflation is reversed or unless compensations show an accelerated increase. Neither change seems very likely in the year ahead. Thus, overall, the prospect is severe. The inflationary erosion anticipated in each of the last two years' Committee Z reports is now very much a reality.

In order to view the data in a longer perspective, and also in yet a different way, it is necessary to shift from total compensations to average salaries. Figure II shows historical salary data back to 1949. For the first time in the history of our data, the overall average increase in salary levels was *less* than the increase in the cost of living. Erosion in salaries is a current reality.

Figure III looks at this phenomenon in a slightly different way, by showing the percentage of institutions of higher education that failed to provide average salary increases as large as the increase in the CPI. The proportion has grown alarmingly. The widening black wedge tells vividly the story of erosion of academic living standards. (Only the high cost of color printing keeps us from showing this in red.) As we shall see in a moment, the burden of this erosion has not fallen evenly on individuals and institutions, and for some the cut in real living standards has been large.

If current efforts to curb inflation prove to be ineffective, there is every reason to fear that real compensations in higher education will be eroded even more drastically. The intensifying financial crisis of institutions of higher education, the cutback in federal spending, and the collapse of the academic market for those seeking faculty positions, all mean that it will be difficult to secure the increases in remuneration necessary to offset the effects of rapid inflation. This makes it even more crucial to impress on administrators, boards, legislatures, and Congress the magnitude of the problem and the unwillingness of faculties to be the main source of subsidy to higher education through reduced rates of growth in compensation.



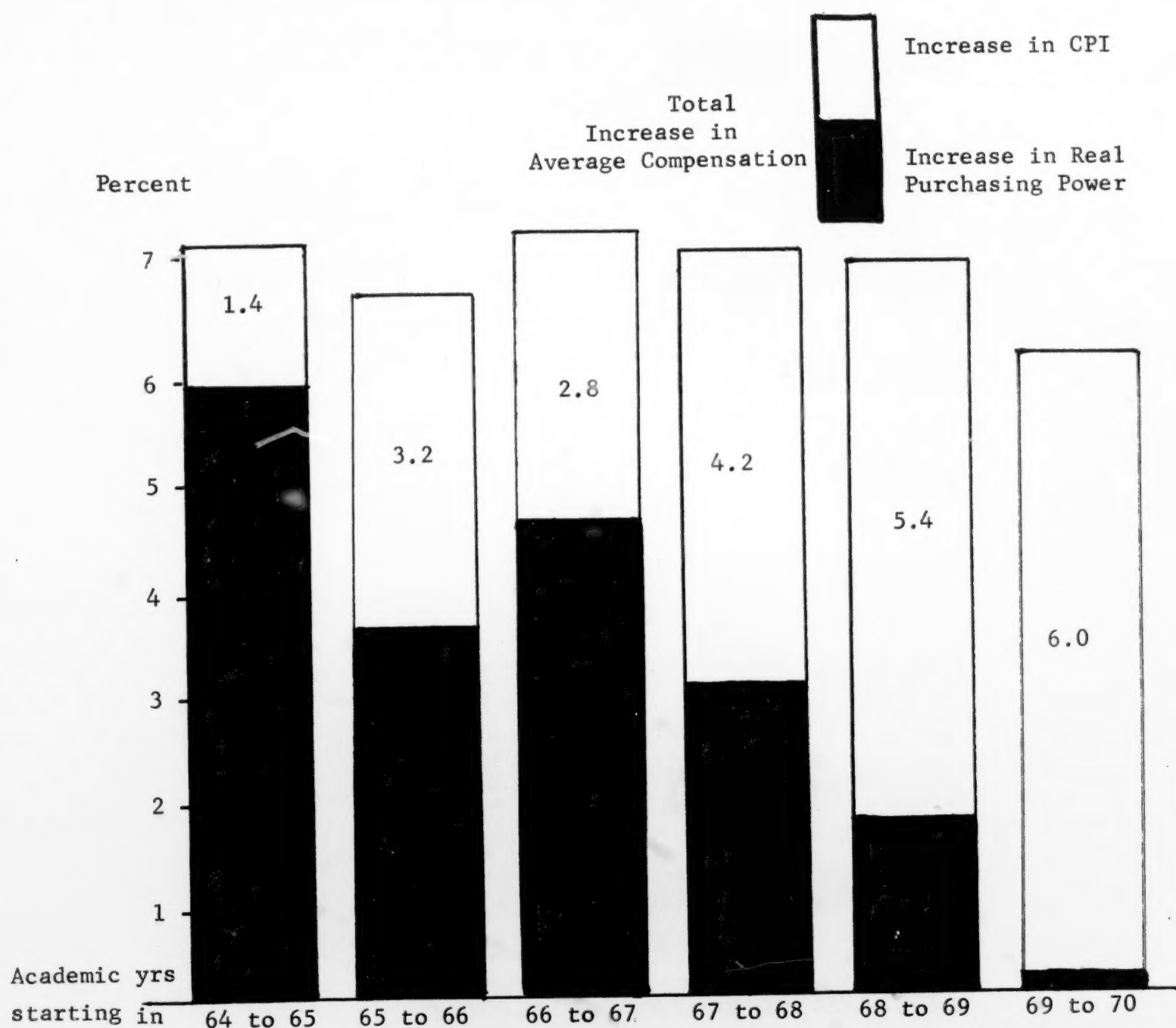


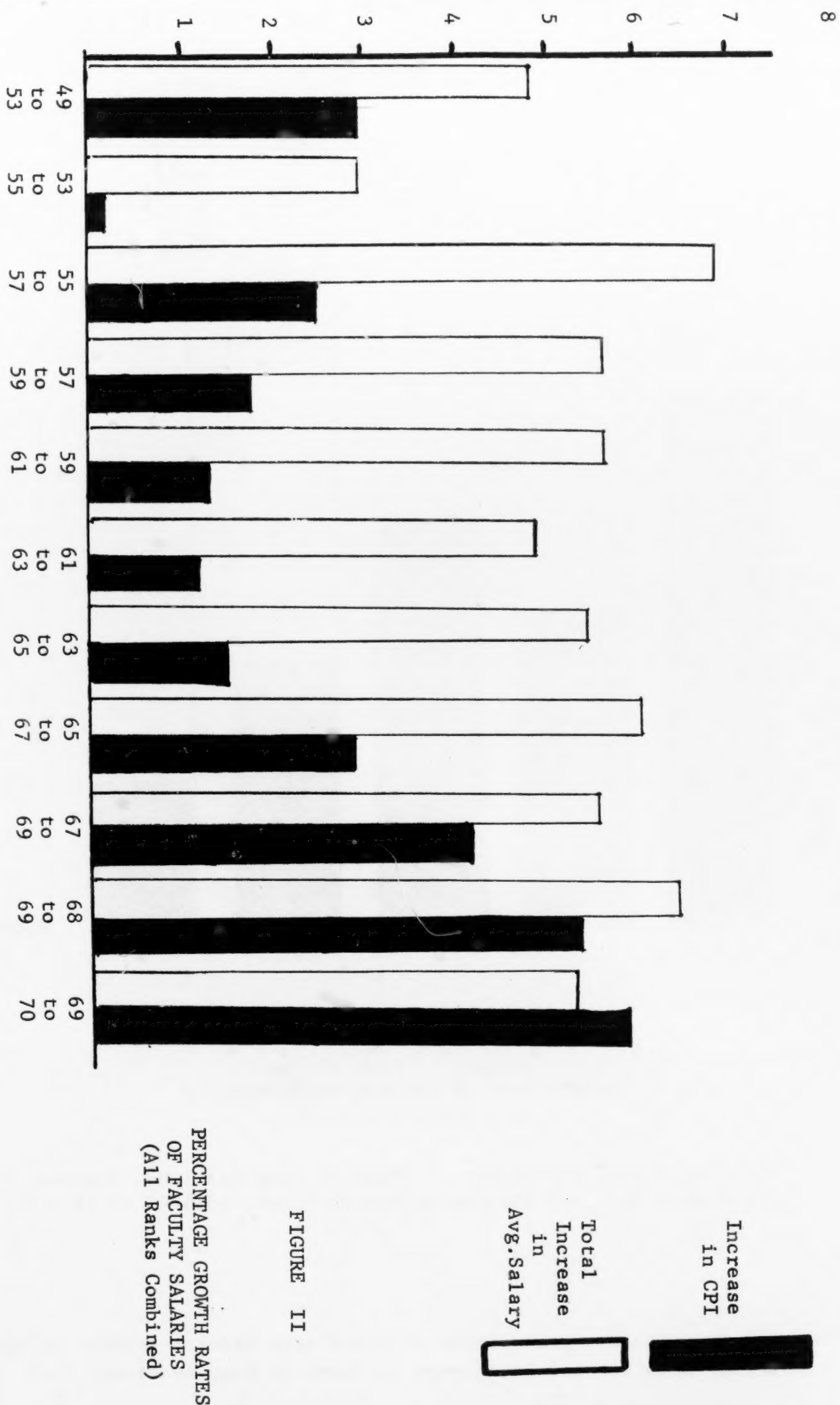
FIGURE I

GROWTH RATE OF FACULTY COMPENSATIONS  
(All Ranks Combined)

Average Annual Percentage Increase in Compensations, Consumer Price Index, and Real Faculty Purchasing Power, 1964-65 to 1970-71<sup>1</sup>

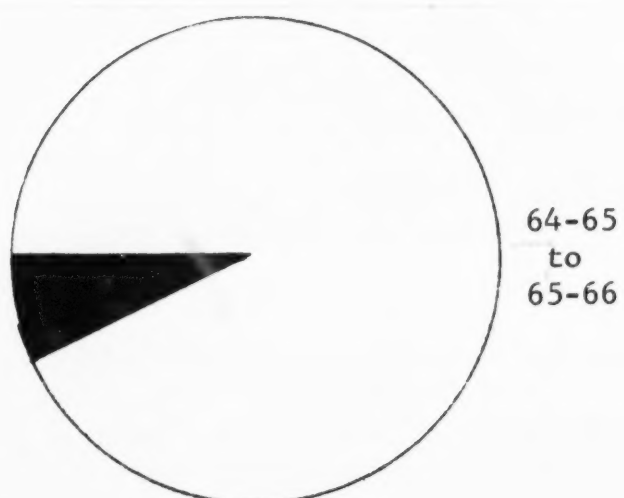
<sup>1</sup>Data for the consumer price index obtained from Federal Reserve Bulletins. See Table 10 for Dollar and Percentage increase in compensations, 1964-71

Percent



Average annual percentage increases in salaries and in the Consumer Price Index,  
1949 to 1971<sup>1</sup>

<sup>1</sup>Data for the Consumer Price Index obtained from the Federal Reserve Bulletins. Average increases in salaries for the 36 biennial-survey institutions.



Equal to or more than  
the CPI increase



Less than the CPI  
increase

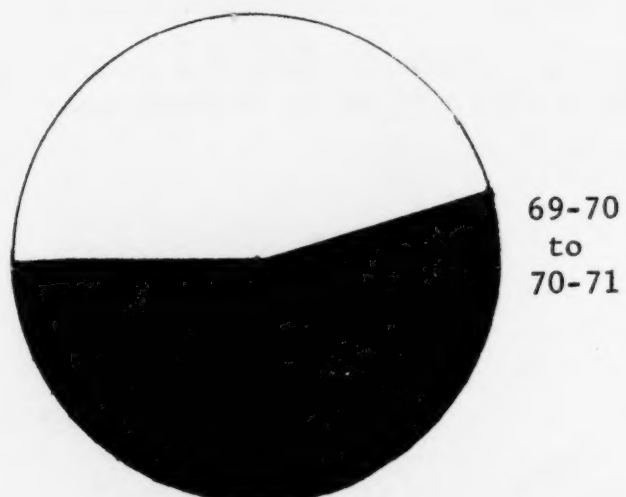
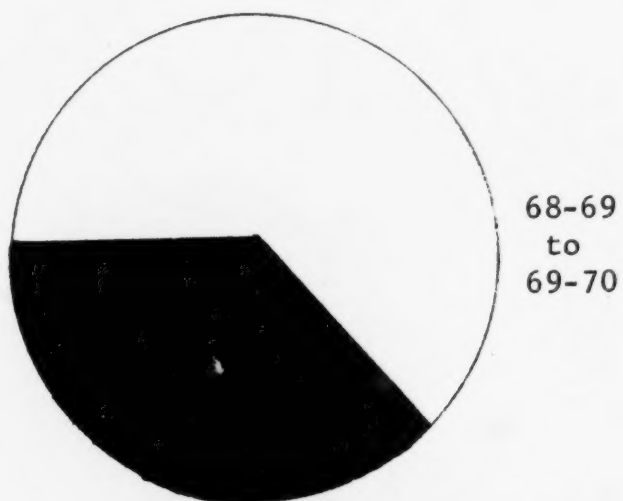
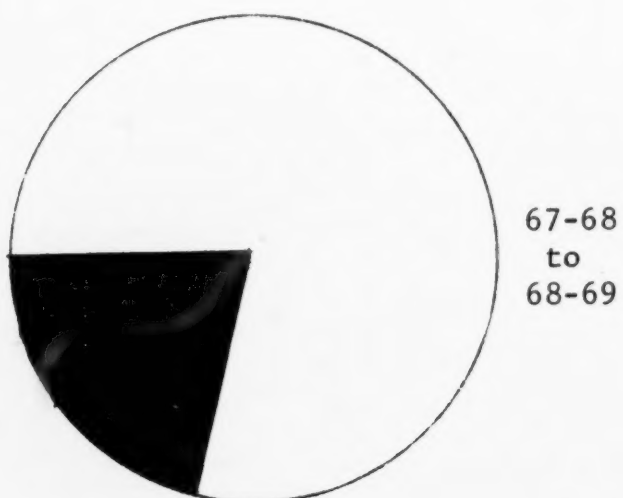


FIGURE III

# PROPORTIONS OF INSTITUTIONAL INCREASES

Proportions of institutions increasing faculty salaries less than the increase in the Consumer Price Index, for institutions reporting comparable data for each two-year period.

Source: See Table 16

Table 1A

## Percentage Increases in Average Salary

Percentage Increases for Institutions Reporting Comparable Data for Both  
1969-70 and 1970-71, by Category, Type of Control, and Academic Rank

(9-Month Basis)

| Academic Rank       | All Combined | Public | Private Ind. | Church-Related |
|---------------------|--------------|--------|--------------|----------------|
| CATEGORY I          |              |        |              |                |
| Professor           | 5.3%         | 5.3%   | 5.1%         | 6.3%           |
| Associate Professor | 5.5          | 5.3    | 5.7          | 7.2            |
| Assistant Professor | 5.3          | 5.0    | 6.2          | 6.7            |
| Instructor          | 5.2          | 4.8    | 6.7          | 7.2            |
| All Ranks           | 5.3          | 5.2    | 5.5          | 6.8            |
| CATEGORY IIA        |              |        |              |                |
| Professor           | 5.1          | 4.4    | 7.3          | 6.5            |
| Associate Professor | 5.3          | 4.6    | 8.1          | 6.4            |
| Assistant Professor | 4.7          | 3.9    | 7.5          | 6.7            |
| Instructor          | 6.1          | 5.7    | 7.2          | 7.0            |
| All Ranks           | 5.2          | 4.5    | 7.5          | 6.6            |
| CATEGORY IIB        |              |        |              |                |
| Professor           | 6.4          | 5.4    | 5.7          | 6.9            |
| Associate Professor | 5.8          | 4.9    | 5.6          | 6.2            |
| Assistant Professor | 6.1          | 5.1    | 5.5          | 6.8            |
| Instructor          | 5.9          | 4.8    | 5.5          | 6.6            |
| All Ranks           | 6.1          | 5.0    | 5.6          | 6.6            |
| CATEGORY III        |              |        |              |                |
| Professor           | 5.6          | 5.5    | 9.5          | *              |
| Associate Professor | 6.0          | 5.9    | 9.8          | *              |
| Assistant Professor | 6.7          | 6.7    | 7.3          | *              |
| Instructor          | 6.6          | 6.6    | 7.9          | *              |
| All Ranks           | 6.4          | 6.4    | 8.4          | *              |
| CATEGORY IV         |              |        |              |                |
| One Rank Only       | 9.0          | 7.9    | 5.7          | 12.6           |

<sup>1</sup> Sample includes 1011 institutions reporting comparable data for both years. Statistics are based upon weighted averages using current numbers of faculty as weights.

\* Sample too small to be meaningful.



Table 1B

7

## Percentage Increases in Average Compensation

Percentage Increases for Institutions Reporting Comparable Data for Both  
1969-70 and 1970-71, by Category, Type of Control, and Academic Rank

(9-Month Basis)

| Academic Rank       | All Combined | Public | Private Ind. | Church-Related |
|---------------------|--------------|--------|--------------|----------------|
| CATEGORY I          |              |        |              |                |
| Professor           | 5.7%         | 5.6%   | 5.7%         | 7.0%           |
| Associate Professor | 6.1          | 5.9    | 6.5          | 7.3            |
| Assistant Professor | 6.2          | 5.8    | 7.2          | 7.6            |
| Instructor          | 5.8          | 5.4    | 7.5          | 7.5            |
| All Ranks           | 5.9          | 5.7    | 6.3          | 7.3            |
| CATEGORY IIA        |              |        |              |                |
| Professor           | 5.8          | 5.1    | 8.3          | 7.2            |
| Associate Professor | 6.0          | 5.2    | 9.2          | 7.3            |
| Assistant Professor | 6.3          | 5.6    | 8.8          | 7.8            |
| Instructor          | 6.9          | 6.4    | 8.6          | 7.8            |
| All Ranks           | 6.2          | 5.5    | 8.7          | 7.5            |
| CATEGORY IIB        |              |        |              |                |
| Professor           | 7.1          | 6.4    | 6.2          | 7.6            |
| Associate Professor | 7.0          | 7.7    | 6.7          | 6.9            |
| Assistant Professor | 6.8          | 6.1    | 6.4          | 7.3            |
| Instructor          | 7.1          | 6.7    | 6.3          | 7.6            |
| All Ranks           | 7.0          | 6.6    | 6.4          | 7.3            |
| CATEGORY III        |              |        |              |                |
| Professor           | 6.3          | 6.2    | 10.3         | *              |
| Associate Professor | 6.7          | 6.5    | 12.3         | *              |
| Assistant Professor | 7.2          | 7.1    | 9.9          | *              |
| Instructor          | 7.6          | 7.2    | 10.7         | *              |
| All Ranks           | 7.1          | 7.0    | 10.9         | *              |
| CATEGORY IV         |              |        |              |                |
| One Rank Only       | 9.2          | 9.3    | 6.8          | 12.8           |

<sup>1</sup> Sample includes 1011 institutions reporting comparable data for both years. Statistics are based upon weighted averages using current numbers of faculty as weights.

\* Sample too small to be meaningful.

If the preceding paragraph has a familiar ring, be not surprised. It is taken verbatim from last year's report. Recognizing a problem and solving it are unfortunately not equivalent.

### *Analysis by Type of Institution and Type of Control*

More detailed examination of this year's data can be done by studying either salary or compensation figures, as shown in Tables 1A and 1B, respectively, by type of institution, type of control, and academic rank. We will confine our textual remarks to salaries, but (as the tables show) the trends are not markedly different. Remembering that 6 percent is the national average increase in the CPI, it can be seen that for many groups the average salary increases fell below that necessary to prevent erosion of purchasing power. Among public institutions, none but the two-year colleges held their own, and those did so only at the junior ranks. Particularly severely hit were the public institutions in Category IIA -- emerging universities. Among private independent colleges (IIB), average salary increases were below the 6 percent standard at every rank. Church-related institutions did somewhat better than the average. Even for those categories that exceeded the average, few exceeded it by very much. Last year's report regarded an increase in real terms of less than 2 percent as "scandalously small." Yet only six of the eighty salary increases reported in Table 1A exceed 8 percent; i.e., better the increase in the CPI by 2 percent.

These data show unmistakably the erosion on the average in real salary levels. Their detailed interpretation requires several caveats.

First, not all institutions started from the same base, and the degree of scandal involved is a function of both levels and rates of change in salary and compensation levels. During the year just past, for example, Ivy League institutions suffered a greater erosion in their real incomes than the Big Ten Universities (average salaries increased by 4.6 percent and 5.6 percent respectively) but they ended the year as they had begun it with higher average salary levels. Thus, in evaluating the impact on living standards of faculty at any institution, attention must be paid to *level* as well as to *change* in compensation.

Second, the cost of living is not the same in different areas and the national average poorly represents areas which depart from it. For example, during this year the appropriate index (annual costs, higher living standard) for the New York and Boston metropolitan areas rose by more than 9 percent -- and thus for institutions in those areas, achieving even an 8 percent average increase would still constitute erosion of average salaries. Table 2 presents what we consider the most appropriate index of cost of living for faculty families for both 1969 and 1970. The figure for 1970 is helpful in interpreting salary levels; the change between 1969 and 1970 shows whether the area in question is experiencing inflation at more or less than the national average.

Third, the data on average salary by rank underestimate the increases in salaries of *individuals* within those ranks. Thus (to use a famous example),

Table 2

9

Annual Costs and Indexes of Comparative Costs Based on a Higher Living Standard  
for a Four-Person Family, Spring 1969 and Spring 1970<sup>1</sup>

(U.S. Urban Average Cost = 100)

| Area                               | TOTAL BUDGET <sup>2</sup> |         |              |         | Percentage Increases<br>in Annual Costs<br>From 1969 to 1970 |
|------------------------------------|---------------------------|---------|--------------|---------|--------------------------------------------------------------|
|                                    | Spring 1969               |         | Spring 1970  |         |                                                              |
|                                    | Annual Costs              | Indexes | Annual Costs | Indexes |                                                              |
| Urban United States                | \$14,589                  | 100     | \$15,511     | 100     | 6.3%                                                         |
| Metropolitan areas <sup>3</sup>    | 14,959                    | 103     | 15,971       | 103     | 6.8                                                          |
| Nonmetropolitan areas <sup>4</sup> | 12,942                    | 89      | 13,459       | 87      | 4.0                                                          |
| <b>NORTHEAST</b>                   |                           |         |              |         |                                                              |
| Boston                             | 16,341                    | 112     | 17,819       | 115     | 9.0                                                          |
| Buffalo                            | 15,505                    | 106     | 16,424       | 106     | 5.9                                                          |
| Hartford                           | 15,424                    | 106     | 16,312       | 105     | 5.8                                                          |
| Lancaster                          | 14,096                    | 97      | 14,711       | 95      | 4.4                                                          |
| New York                           | 16,914                    | 116     | 18,545       | 120     | 9.6                                                          |
| Philadelphia                       | 14,782                    | 101     | 15,845       | 102     | 7.2                                                          |
| Pittsburgh                         | 14,061                    | 96      | 14,876       | 96      | 5.8                                                          |
| Portland                           | 14,005                    | 96      | 15,088       | 97      | 7.7                                                          |
| Nonmetropolitan areas <sup>4</sup> | 13,879                    | 95      | 14,479       | 93      | 4.3                                                          |
| <b>NORTH CENTRAL</b>               |                           |         |              |         |                                                              |
| Cedar Rapids                       | 14,544                    | 100     | 15,390       | 99      | 5.8                                                          |
| Champaign-Urbana                   | 14,621                    | 100     | 15,769       | 102     | 7.9                                                          |
| Chicago                            | 14,814                    | 102     | 16,019       | 103     | 8.1                                                          |
| Cincinnati                         | 13,730                    | 94      | 14,329       | 92      | 4.4                                                          |
| Cleveland                          | 14,749                    | 101     | 15,897       | 102     | 7.8                                                          |
| Dayton                             | 13,842                    | 95      | 14,724       | 95      | 6.4                                                          |
| Detroit                            | 14,464                    | 99      | 15,460       | 100     | 6.9                                                          |
| Green Bay                          | 14,348                    | 98      | 15,582       | 100     | 8.6                                                          |
| Indianapolis                       | 14,506                    | 99      | 15,620       | 101     | 7.7                                                          |
| Kansas City                        | 14,228                    | 97      | 15,575       | 100     | 9.5                                                          |
| Milwaukee                          | 15,211                    | 104     | 16,575       | 107     | 9.0                                                          |
| Minneapolis-St. Paul               | 14,803                    | 101     | 15,808       | 102     | 6.8                                                          |
| St. Louis                          | 14,229                    | 98      | 15,125       | 98      | 6.3                                                          |
| Wichita                            | 13,912                    | 95      | 14,536       | 94      | 4.5                                                          |
| Nonmetropolitan areas <sup>4</sup> | 13,382                    | 92      | 13,935       | 90      | 4.1                                                          |
| <b>SOUTH</b>                       |                           |         |              |         |                                                              |
| Atlanta                            | 13,269                    | 91      | 13,765       | 89      | 3.7                                                          |
| Austin                             | 12,618                    | 86      | 13,337       | 86      | 5.7                                                          |
| Baltimore                          | 14,350                    | 98      | 15,590       | 101     | 8.6                                                          |
| Baton Rouge                        | 13,754                    | 94      | 14,379       | 93      | 4.5                                                          |
| Dallas                             | 13,565                    | 93      | 14,471       | 93      | 6.7                                                          |
| Durham                             | 13,910                    | 95      | 14,630       | 94      | 5.2                                                          |
| Houston                            | 13,306                    | 91      | 13,917       | 90      | 4.6                                                          |
| Nashville                          | 13,413                    | 92      | 13,930       | 90      | 3.9                                                          |
| Orlando                            | 13,452                    | 92      | 13,679       | 88      | 1.7                                                          |
| Washington, D.C.                   | 15,350                    | 105     | 16,125       | 104     | 5.0                                                          |
| Nonmetropolitan areas <sup>4</sup> | 12,146                    | 83      | 12,643       | 82      | 4.1                                                          |
| <b>WEST</b>                        |                           |         |              |         |                                                              |
| Bakersfield                        | 14,059                    | 96      | 14,283       | 92      | 1.6                                                          |
| Denver                             | 14,122                    | 97      | 15,005       | 97      | 6.3                                                          |
| Honolulu                           | 17,823                    | 122     | 19,311       | 125     | 8.3                                                          |
| Los Angeles-Long Beach             | 15,137                    | 104     | 15,989       | 103     | 5.6                                                          |
| San Diego                          | 14,862                    | 102     | 15,309       | 99      | 3.0                                                          |
| San Francisco-Oakland              | 15,752                    | 108     | 16,526       | 107     | 4.9                                                          |
| Seattle-Everett                    | 14,861                    | 102     | 15,626       | 101     | 5.1                                                          |
| Nonmetropolitan areas <sup>4</sup> | 13,591                    | 93      | 13,982       | 90      | 2.9                                                          |
| Anchorage, Alaska                  | 19,035                    | 130     | 20,301       | 131     | 6.7                                                          |

<sup>1</sup> Preliminary data released by U.S. Department of Labor, December, 1970.

<sup>2</sup> The total represents the weighted average costs of renter and homeowner families.

<sup>3</sup> Includes places with populations of 50,000 or more. For a detailed description, see the 1967 edition of "Standard Metropolitan Statistical Area," prepared by the Bureau of the Budget.

<sup>4</sup> Includes places with populations of 2,500 to 50,000.



if an individual at the top of the associate professor rank receives both a salary increase and a promotion (to the lower end of the salary range of full professors), the average salary in *each* rank will decline as a result. Characteristically, persons enter ranks near the bottom of the salary scale and exit near the top, whether due to retirement, promotion, or resignation. Thus, on the average, salaries of individuals rise more rapidly than average salaries by ranks. Table 3 shows data that reflect average increases in salary *for individuals* on staff both years. This table shows that individual salary erosion is less pronounced. However, gains in real income appropriate to maturing and moving through the ranks normally must be expected to exceed markedly the increase in the cost of living. The average increase for all faculty reported is only 7.8 percent, surely not greatly above the 6 percent increase in cost of living.

It is clear from all of the above data that 1970 was a bad year for the academic profession. Whether it ushers in a disastrous decade remains to be seen. It is a possibility that cannot be ignored.

## Part II: Crisis in Higher Education

That there is a "Crisis in Higher Education" can hardly come as a surprise to anyone who reads this report -- student, faculty member, administrator, trustee, legislator, or literate observer of educational institutions. Reports of the financial squeeze affecting higher education are almost too numerous to count, and there are regular headlines citing the increasing reluctance or inability of public or private funding sources to provide sufficient dollars to construct urgently needed facilities, to provide essential supporting services, to furnish the necessary financial aid to enable students to stay in school, or to pay the faculty and staff amounts required to maintain both high quality and high morale.

In its 1968 report (*AAUP Bulletin*, Summer, 1968), this Committee reported on the emerging plight of the private institutions; in 1970 (*AAUP Bulletin*, Summer, 1970), we addressed the causes of the worsening problems of the public institutions. We shall not repeat those discussions here, although they remain distressingly relevant today.

More recently, Earl F. Cheit, in a report for the Carnegie Commission on Higher Education entitled *The New Depression in Higher Education*, estimated that approximately two-thirds of the colleges and universities in the United States are in financial difficulty or headed for financial trouble. This shortage of funding has not led simply to some uncomfortable "belt-tightening"; it has forced a number of schools to close down completely, and has pushed many more to the brink of collapse. In a recent report (*The Red and the Black*, by William W. Jellema), the Association of American Colleges stated that 47 percent of the 554 private institutions replying to its survey were operating at a deficit.

The plight of public higher education is no less serious though less dramatic. State legislatures, faced with a restricted tax base and rapidly

Table 3

Percentage Increases in Salary for Faculty on Staff for Both  
1969-70 and 1970-71, by Category, Type of Control, and Academic Rank<sup>1</sup>

(9-Month Basis)

| Academic Rank       | All Combined | Public | Private Ind. | Church-Related |
|---------------------|--------------|--------|--------------|----------------|
| CATEGORY I          |              |        |              |                |
| Professor           | 6.5%         | 6.4%   | 6.3%         | 8.2%           |
| Associate Professor | 7.4          | 7.1    | 8.1          | 8.6            |
| Assistant Professor | 7.9          | 7.7    | 8.4          | 8.9            |
| Instructor          | 7.8          | 7.5    | 9.0          | 9.9            |
| All Ranks           | 7.1          | 7.0    | 7.3          | 8.6            |
| CATEGORY IIA        |              |        |              |                |
| Professor           | 7.7          | 7.5    | 8.7          | 7.9            |
| Associate Professor | 8.4          | 8.0    | 10.3         | 8.5            |
| Assistant Professor | 8.7          | 8.3    | 10.5         | 8.8            |
| Instructor          | 8.7          | 7.8    | 11.2         | 10.4           |
| All Ranks           | 8.3          | 7.9    | 9.9          | 8.7            |
| CATEGORY IIB        |              |        |              |                |
| Professor           | 6.6          | 5.8    | 6.6          | 6.8            |
| Associate Professor | 7.5          | 6.7    | 7.8          | 7.7            |
| Assistant Professor | 7.6          | 7.0    | 7.9          | 7.8            |
| Instructor          | 7.8          | 6.6    | 8.1          | 8.3            |
| All Ranks           | 7.3          | 6.7    | 7.5          | 7.6            |
| CATEGORY III        |              |        |              |                |
| Professor           | 9.2          | 9.2    | 10.4         | 5.7            |
| Associate Professor | 9.8          | 9.8    | 10.9         | 6.5            |
| Assistant Professor | 10.2         | 10.3   | 9.5          | 7.4            |
| Instructor          | 10.1         | 10.2   | 9.5          | 7.6            |
| All Ranks           | 10.0         | 10.0   | 9.5          | 7.2            |
| CATEGORY IV         |              |        |              |                |
| One Rank Only       | 9.4          | 9.4    | 7.8          | 11.2           |

<sup>1</sup> Sample includes 1195 institutions reporting salary data for faculty on staff both years, 1969-70 and 1970-71.



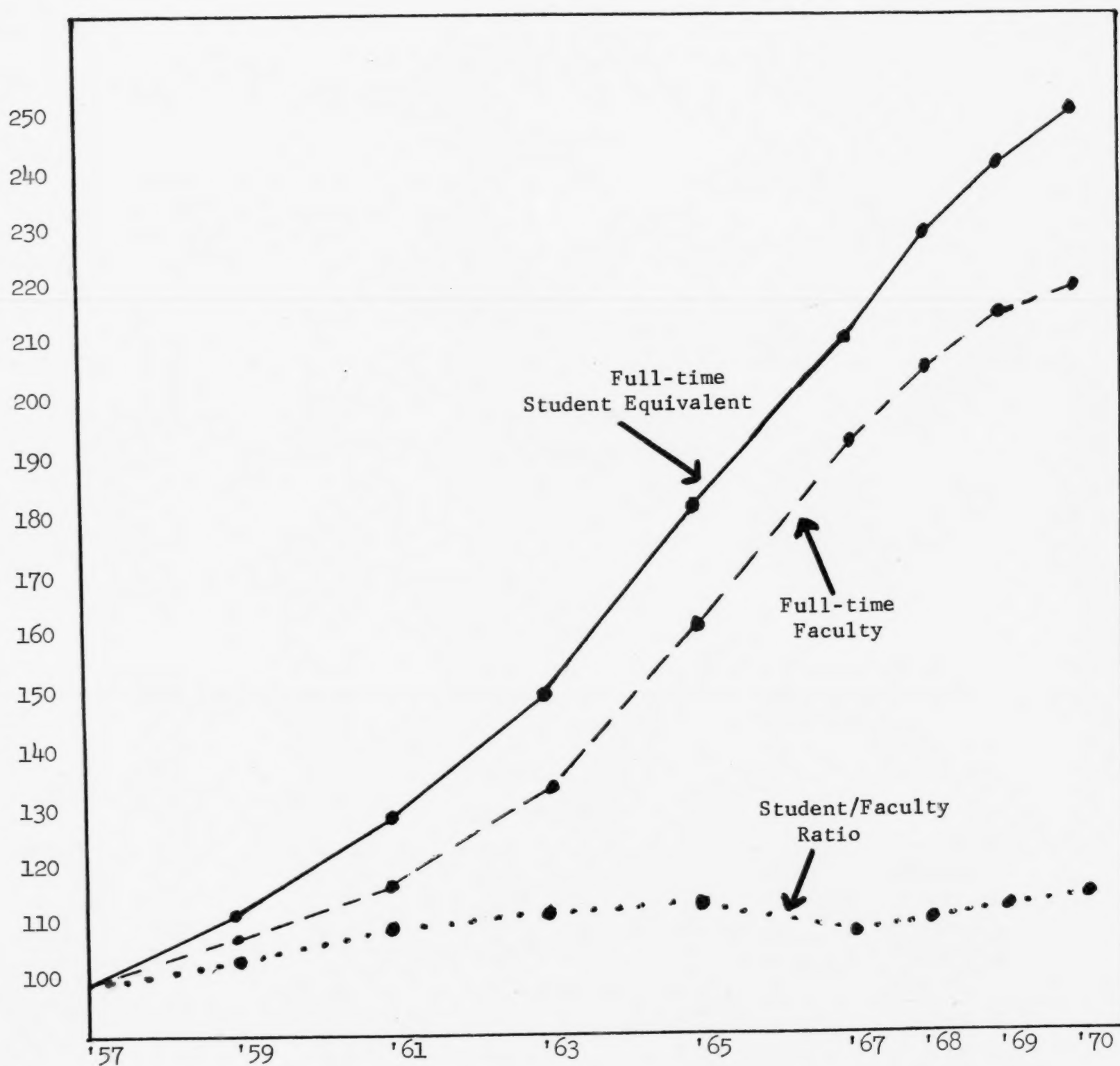


FIGURE IV

TREND IN FULL-TIME STUDENT EQUIVALENT AND FULL-TIME FACULTY  
 Relatives of Full-Time Student Equivalent and Full-Time Faculty,  
 and in Student/Faculty Ratio, 1957-70

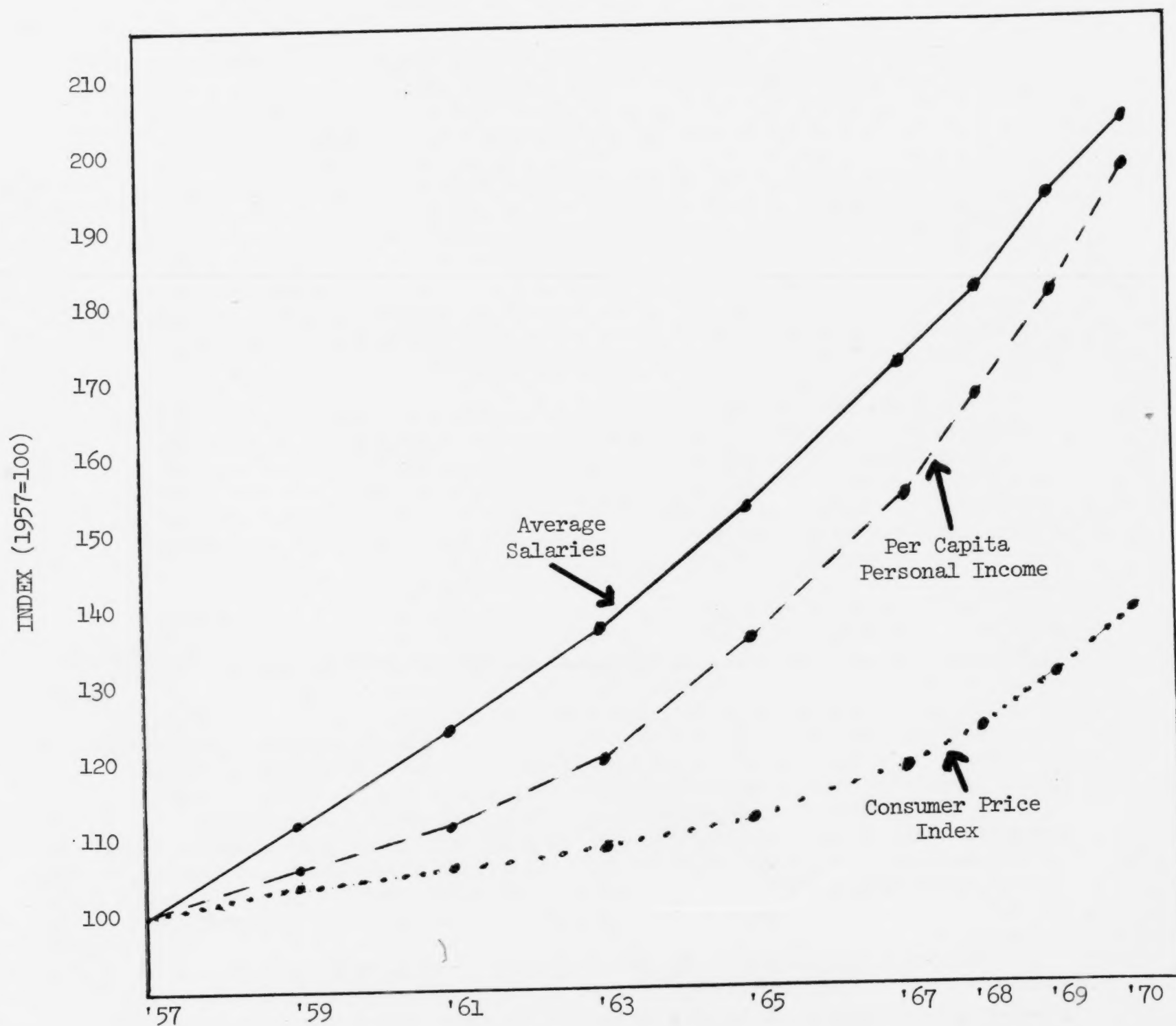


FIGURE V

TRENDS IN AVERAGE SALARIES, PER CAPITA PERSONAL INCOME  
AND THE CONSUMER PRICE INDEX

Relatives Showing Trends in Average Salaries, Per Capita Personal Income,  
and in the Consumer Price Index from 1957 to 1970

Source: See Table 19

growing demands upon state funds, do not declare public institutions bankrupt, but they are frequently unwilling and/or unable to meet the essential budget requests of colleges and universities faced with expanding enrollment, increased costs due to inflation, and demands for new programs.

The sudden intensity of the financial crisis of educational institutions is the product of both long-run trends and shorter-run factors. It is clear that the continuing war expenditures and the troublesome inflation account for some of the shortage of Federal funds; it is clear that the recession affects both private giving and state and local finances. But the differing trends in the costs of providing educational services, and the revenues available to meet those costs, are likely to persist far beyond the war in Vietnam or the recession at home.

The financial problems of higher education have repercussions for all members of the community. Parents and students face rapidly increasing tuition and fees, which serve to limit the educational opportunities of able but needy students at the very time when scholarship and loan programs are shrinking; budget officers strive to balance unbalanceable budgets; and legislators struggle with more meritorious demands than their tax revenues allow them to serve.

Faculties bear with particular incidence the force of these general pressures. Obviously the impact on faculty members is most severe when an institution closes its doors or is forced to cut the size of its faculty. (This is occurring in an accelerating way; the greatest single cause of requests by faculty members for assistance by this Association during the last year has been dismissal or nonrenewal on grounds of financial exigency.) But those who remain on faculties also feel the pinch. The lack of funds often translates into heavy pressure to take reductions in instructional budgets and to forego or greatly limit salary increases. Given these pressures, and given a continuing high rate of inflation, many salaries tend to increase at a rate less than the cost of living, thus leading to actual decreases in real income. As we saw in Figure III, this is currently true of the average faculty member in a majority of our reporting institutions.

Faculty compensation today is particularly vulnerable because the market forces of demand and supply that for a decade worked to bolster demands for increases in faculty compensation have turned the other way. The decade of relative boom in academic compensations that began in 1959 is depicted in Figures IV and V. Figure IV shows the enormous growth in student enrollments and shows also the increase in demand for faculty that accompanied it. At the same time that demand was expanding rapidly, supply -- the output of our graduate schools -- was increasing only slowly and a sellers' market emerged. This Figure also shows that faculty hirings did not keep pace with student growth; the rising student-faculty ratio had several consequences. In one sense it made obtaining faculty compensation increases easier, as faculty costs per student declined; in another sense it led to increasing class sizes and to use of inexperienced teachers; in so doing it has surely contributed to the undergraduate student feelings of resentment and neglect in many institutions.

In any event, these forces led to rapidly increasing levels of money compensation, as Figure V shows. The widening gap between average salaries and the CPI reflects the average increase in purchasing power over the period. Comparison of the level of faculty salaries (solid line) with national average increases in per capita personal income (dashed line) shows, however, that the academic profession over most of this time was not making great *relative* gains in income. Income per capita rose as rapidly as academic salaries from 1961 on. But the boom in higher education made it possible for faculties to maintain their relative status and increase their real incomes at about the national average rate.

A close examination of these two Figures shows not only the boom of the sixties, but also the beginning of the long-predicted reversal. The rate of increase of student enrollments has begun to slow, and the slowdown is predicted to continue at least through the seventies. It has already led to a flattening out of the demand for new faculty, as hard-pressed administrators have not utilized the opportunity to roll back class sizes and improve student-faculty ratios. Indeed that ratio continues to climb, thus reflecting a magnified retardation in demand for faculty. This fall in demand has made staff reductions and hiring freezes a tenable policy for administrators in financially pressed institutions. The reduced demand for faculty, combined with a belated rising supply of new candidates for faculty positions, has led to a shift from a sellers' to a buyers' market in academic personnel, as Allan M. Cartter and others had predicted it would. Preliminary reports suggest that the 1971 academic market exhibits a very substantial increase in the excess of supply over demand for faculty positions, although the final data are not in yet.

Given the general financial plight of educational institutions, and given the loss of market imperatives for increasing salaries, faculty compensation was sure to come under pressure. Other factors reinforce these tendencies. One of these is that other demands on scarce institutional budgets may seem, to students, to administrators, and to outsiders, to present more compelling claims. For one example, the demands for educational opportunities for minority students are increasingly regarded as urgent claims on educational resources, but they are exceedingly expensive to meet. For another, student requests for financial assistance are rising rapidly in the face of escalating tuitions, fees, and living costs, and decreased off-campus employment opportunities. Importantly also there are groups in the academic community who are more militant and less well paid than faculty -- from teaching assistants to custodial employees -- who are pressing salary claims that seem to the general public at least as urgent as further faculty compensation. As we are all aware, the general public never has understood what faculty members do with their time outside of classroom hours. (A Wisconsin farmer once wrote us asking for an explanation of "why professors get paid so much, but teach so little." The editor of the *Michigan Daily* editorialized this Spring that the University of Michigan budget crisis was really due to faculty sloth.) Recent studies in California and Wisconsin establish what we all know: the typical faculty work week is about 55 hours. Our past failures in educating the public to these facts do not help us now.



As we saw in Part I, we are no longer widening the gap over the cost of living shown in Figure V. Without a reversal of present trends, the gap will soon begin to close. The relatively parallel lines in Figure V for per capita personal income and average salaries suggest that we have just maintained the relative status of the profession. The most recent data show that we are beginning to lose ground compared to the average American. Are these merely transitory phenomena? The continuing buyers' market and the public mood provide little basis for optimism that faculty compensation levels will rise enough to reverse these discouraging trends.

### *Choices for the Future*

It is clear, then, that a troublesome decade is upon us. It poses problems and choices for university professors as well as for other groups. There is no magic wand or hidden button which will quickly reverse the trend. As one correspondent wrote to us:

"The timing is wrong.... Today's mood is anti-inflation, anti-education, anti-spending, anti-union, anti-campus, and anti-faculty. This mood will translate, regretfully, to lower salary increases for faculty at both private and public institutions."

At the same time that the nation is making its choices as to how many of society's resources shall be devoted to higher education, the entire profession inevitably faces a host of hard choices with respect to how to respond to severely limited funds. However the broader societal questions are answered -- and we may hope that federal assistance to higher education increases -- the higher education community cannot avoid its own tough decisions. Such decisions, if they are not made explicitly, will be made implicitly; if they are not made by us, they will be made for us.

The choices we face are of two different kinds: first, the sorts of trade-offs the profession will choose in distributing limited resources, and second, the modes of response to the pressures of financial difficulty.

### *Alternative Allocations of Funds for Faculty Compensations*

A first choice is between salary and teaching loads. One view of the academic "product" is student credit hours. If this is accepted, then the individuals producing that product can increase their earnings by reducing their number. Either increasing the number of courses taught or increasing average enrollments per course will allow fewer faculty to provide the same number of student credit hours. Faculties can, in effect, cannibalize faculty positions and increase their own compensation without increasing budget costs per student. To some, this has seemed a form of increasing "productivity" that is attractively simple to achieve.

In this connection let us note why we continue to resist the notion of defining productivity of academic employment by such measures as students

or credit hours taught per faculty member. Either increasing class size or increasing courses taught per faculty member would reflect an increase in productivity in such a definition. But each would surely reflect a decline in the quality of education offered, other things being equal. As Professor Baumol has frequently pointed out, the real (but hidden) increase in productivity of college professors is the increased productivity of the students they train, not the visible increase in numbers of students met.

There is some danger that this choice will be made moot for significant segments of higher education, as legislatures or donors choose the alternative of higher teaching loads. Some states have legislated increased teaching loads. The governor of a large state has recently announced that his budget for higher education presupposed a 3 percent increase in faculty productivity (by which he means teaching load).

A trade-off closely related to the salary-teaching load issue is that between teaching and research. Because the short-run economic return (to those concerned with meeting budgets) of the research activities of faculty is indirect, while the payoff from more teaching is direct, there is political and administrative pressure to put more time and energy into teaching and less into research. Yielding to that pressure is likely (at least in the short run) to increase the economic return to the faculty. The longer run implications would be to change the character of our educational institutions in ways that are difficult to quantify and to estimate, but we view a significant reduction of research activity as a step with ominous portent for education and society.

The choice between teaching and research is closely tied to the trade-off between undergraduate and graduate instruction. It is a cliché that an undergraduate student credit hour costs less than a graduate student credit hour. In the long run, shifting resources to undergraduate instruction can economize on the instructional budget, thus possibly freeing funds for faculty compensation. The short-run effects on cost of instruction are less clear, for a great deal of inexpensive instruction is done by graduate students. Thus any sharp reduction in graduate student enrollments and use of teaching assistants will increase educational costs per student and thus exacerbate the pressure on the budget for faculty pay.

In days when the total amount available for salary increases is not significantly greater than the cost of living, and indeed when it may be less, an important choice facing the profession concerns the distribution of a given pool of money available for salary increases among a given faculty. The choice is frequently described as between "across-the-board" raises and selective raises, or (more simplistically) "across-the-board" vs. "merit." One aspect of that choice concerns the makeup of an institution's faculty. Devoting all or most of the available money for compensation increases on an across-the-board basis provides no funds to retain those whose market position remains strong, and it may also serve to remove market incentives for excellence. On the other hand, erosion of real income can cause real hardship, and if the distribution of selective raises is

made by an arbitrary or autocratic administration, it may be that conformity will prove to be the principal ingredient of "merit." Pressures for conformity can stifle freedom, diversity, and excellence.

Confronting these choices, and many others, not all institutions will or should make the same choices. Institutions differ in their nature, in their aspirations, and in the students and faculty who inhabit them.

### *Modes of Response*

The choices described above (and many others) will be made, somewhere and somehow, for every institution. That this is so presents faculties with the choice of their mode of response to the pressures of these difficult times. Of the various forms of response which might be discussed, three embody the basic alternatives.

A first mode of response is passive. In it, a faculty does nothing special and tends to acquiesce in the decisions made by other segments of the institution or by outside agencies, hoping that the various pressures and counterpressures somehow will not seriously or permanently erode the existing role of faculty in the educational process. In view of the increasing pressure from students to play a role, in view of the continuing increase in outside surveillance of budgetary allocations, it seems probable that this course will lead to a marked reduction of the role of the faculty in the government of the institution. Since we have always regarded our role as truly central to university governance, this passive role, although the one of least resistance, clearly implies major changes in the structure of our institutions.

A second mode involves the assertion (or reassertion) of the principle of shared authority, based on the "inescapable interdependence among governing board, administration, faculty, students and others."<sup>2</sup> This principle holds that the faculty is an integral and essential part of the government of the institution, that it must be effectively involved in *all* of the decision-making processes, and, in particular, that the faculty bears primary responsibility for faculty status and related matters. As financial stresses increase, this mode of response calls for expanded and intensive exercise by the faculty of this and other responsibilities, which in turn requires close attention to the organization and operation of agencies of faculty government.

A third mode of response may be characterized as the adversary mode. In it the faculty operates not as a partner but as a power. As a separate agency it formulates, articulates, and pursues its own interests. Recent passage of state public employment relations acts, coupled with acceptance of jurisdiction over private colleges and universities by the National Labor Relations Board, means that this adversary mode may follow the form of

---

<sup>2</sup>1966 *Statement on Government of Colleges and Universities*, jointly formulated by the American Association of University Professors, the American Council on Education, and the Association of Governing Boards of Universities and Colleges.



trade unionism and utilize exclusive representation and collective bargaining techniques. Within this mode there is room for great variety of response, both in terms of the nature of issues bargained about, the nature of group representation, and the degree of militancy pursued. Faculties at a significant number of educational institutions have already moved into this adversary stance, and many more are discussing it. It merits careful discussion, for it surely changes greatly the traditional posture of faculties.

Once again the choice among modes of response involves hard but vital choices. It is not at all clear that every institution should choose the same way. But it is very clear that the choices should not be made by default. The future of the profession and the society demand that we give them our best, informed, attention. Committee Z believes it can contribute to these decisions in a major way by collection, analysis, and publication of data that will aid in understanding of the issues. In addition to its annual survey, which is discussed in detail in the next section of this report, we are now sponsoring an intensive three-year study of the economics of the academic labor market, and the forces that shape it. If we have learned nothing else in the past decade, we should have recognized that our status is intimately bound to the economic and market forces that surround us and the institutions in which we work.

### Part III: The Survey and the Scales: Past, Present, and Future

The AAUP survey utilizes and depends upon the voluntary cooperation of reporting institutions. This year, 1367 submitted returns. It is used by faculty groups, administrators, and many others. It enjoys both this extraordinary cooperation and its usefulness by virtue of its reputation for integrity. Over the years, Committee Z on the Economic Status of the Profession has met regularly with representatives of the Association of American Colleges to assure that this faculty-run enterprise understands and appreciates the interests and needs of institutions as well as of faculties. In the period of financial crisis that we have described above, faculty and institutional administrators are increasingly viewing themselves in adversary stances, and the spreading practice of collective bargaining will reinforce this view. In this climate, the changes in our collection and reporting procedures have been subject to what can most charitably be described as searching review by numbers of critics, faculty members and administrators alike. We feel it is imperative to discuss at some length the nature and function of our scales, and the reasons for past and proposed changes therein. If we cannot command the continued respect of both faculty and administrators, we cannot continue to function in this area.

#### *The First Decade*

The survey was designed and introduced in 1958 at the start of what proved to be a decade of extraordinary growth of higher education and a period



of improvement in the economic status of the profession. This improvement, it should be recalled, was long overdue, as the profession had suffered two decades of erosion of its relative status. The intent of Committee Z in introducing the scales was to assist in this improvement by providing faculty and administrators with the information and guidelines they needed in budget-making, and in persuading trustees, legislators, and others of what could be achieved by given increases in money for increasing faculty compensation. It was the intention of the Committee to provide targets for improvement year by year. The scales were designed to make it difficult, but not too difficult, to maintain a grade or to achieve a better one. The climate of growth in education, and competition for new faculty, made the quest for rising compensation one in which both faculties and academic administrations joined. Over the years, more and more institutions succeeded in achieving high grades. One result of this was that our scales gradually lost much of their ability to discriminate between compensation levels at different institutions. This was illustrated in the *AAUP Bulletin*, Winter, 1969, Table 1, (p. 479), which showed, among other things:

"[I]n 1968-69, 80 percent of the professors, 98 percent of the associate professors, and 100 percent of the assistant professors teaching in universities were at institutions where the average compensation for their particular rank graded B or better."

At the same time, as Figure V clearly shows, we were not, as a profession, gaining relative to the standard of per capita personal income. Thus the notion of general "honors" grades was essentially misleading.

#### *The 1970 Revisions*

The 1970 revisions -- adopted in 1969 -- and described in the article just referred to, included both an increase in the amount of information available and a change in the basis of rating. As we have seen in the previous section, the general academic and budgetary picture had changed sharply. The changing circumstances and the lack of discrimination in our scales necessitated a review of our procedures. We decided that on the brink of crisis there was a preeminent need for every institution and its faculty to take a realistic view of where it stood relative to other institutions, and to decide what strategy it wished to pursue in both the near and more distant future. Because institutions differ in relative position, in aspirations, in the severity, imminence, and nature of their financial difficulties, and in the willingness of faculty and administration to work together toward a viable policy for the seventies, there can be no single standard of salary increase that is appropriate to all. There is, however, a uniform need for full, accurate, and relevant information on which to base budgetary decisions. We sought to provide that information, and thus to illuminate, not conceal, the real dimensions of the problem.

Committee Z felt that it had an inescapable responsibility to improve and expand the data available to faculty and to institutions. The extent to which the 1970 revisions have led to new information may most readily be

seen by comparing the data in Appendix I for this year and last year. Newly available for each reporting institution are average compensation by rank; fringe benefits as a percent of average salary by rank; actual percentage increases in salary for individuals employed in both 1969-70 and 1970-71, by rank; announced minimum salaries by rank; and the quartiles of the salary distribution for the institution as a whole.

Using these data, a wealth of information is available to any faculty member or any institution relative to *any* group of institutions with which it chooses to make comparisons. (We will discuss below *additional* comparisons that will be made available upon request.)

A major revision in 1970 was a change in the rating scheme. Since this feature of the changes has caused widespread comment, concern, and -- bluntly -- complaint, it is well to understand precisely what was changed. The revision can be best understood if it is thought of as having three aspects: (1) the replacement of subjectively determined scales for grading by rating scales grounded upon actual data from past surveys about achieved levels of compensation; (2) the rating of institutions of different types by different scales; (3) the use of growth in per capita personal income as the basis for projecting scales two years into the future. Each merits comment.

(1) The first and most important aspect of the change was to replace *grading*, by reference to arbitrary and preset scales, by *rating* against scales that were projections of *actual decile distributions* of compensation levels of reporting institutions. The new ratings, in contrast to the old grades, were based upon and controlled by actual data, and thus ultimately by market realities. Whether one views this substitution of a descriptive for a normative base of rating as commendable or contemptible, it must be understood. We did not substitute one normative rating for another, but replaced a normative by a descriptive rating. The substitution of "rating" for "grading" is more than a semantic difference.

(2) In order for descriptions based upon decile distributions of institutional averages to have relevance, it is necessary that the groups of institutions classified be relatively homogeneous. Yale University, Wofford College, and the Montgomery County Community College are different kinds of academic institutions with different kinds of faculty requirements, and they compete for staff in different labor markets. This is not a normative judgment, it is a simple fact. We sought, as a first approximation to more homogeneous groupings, to divide institutions into three categories: Universities, Four-Year Colleges, and Two-Year Colleges.

(3) Projection of scales is undertaken in order to provide interested parties with data in a form relevant to current budgetary decisions and negotiations. In April of 1971, the required information concerns 1972-73, and thus must be based on factual data for 1970-71. Lacking perfect foresight, and lacking as well any extraordinary competence in economic forecasting, Committee Z sought a basis for projection that would be both understandable, and not too inaccurate. The index used was the change in per capita personal income in the United States as reported in the most

recent year. A glance at Figure V suggests it has had some descriptive accuracy for many years. This measure reflects the increase in money income of the average U. S. resident, and roughly captures changes in the average cost of living as well as average productivity increases. Projecting scales on this basis says that, if the economy continues to change as in the recent past, and if the academic profession as a whole does this well, it will neither have gained nor lost ground in the two-year period relative to the national average. Shortfalls from this standard (if the economy has not changed its rate of growth) measure roughly the erosion of the position of academics compared to two years previous. These projections say nothing about how adequate or inadequate that *status quo ante* was; they say nothing about the ability of institutions to pay. But this measure is related to the economy as a whole; it is interpretable; and (historically) it is not too far from what the actual market is likely to produce.

The ratings of individual institutions based upon these projected scales appear in Appendix I of this report. The levels of compensation used for ratings appear in Table 4. For example, the data for Dickinson College in Pennsylvania show that the average compensation level of its 30 full professors (\$19,600) places it above the "3" level for Category II institutions (\$18,840) but below the "2" level (\$20,210). It thus has a "3" rating for full professors in Category II.

### *Criticisms of the Revised Ratings*

We have received the attention and suggestions of many individuals, chapters, administrators, and associations with respect to these revisions in our procedure. While some criticisms reflect misunderstandings of our procedures and our purposes, and others reflect disagreement with our objectives, still others represent valid identification of deficiencies in our procedure. It is convenient to discuss major categories of complaint under headings that paraphrase more detailed complaints.

1. *"Grades have been arbitrarily lowered by this shift."*

Consider the following complaint by an administrator:

"I was shocked to see the new scale in contrast with the previous ones, 1969-70. Those of us who have worked hard to raise faculty compensation over the years have been dealt a real blow. In our case, a small, independent two-year institution, we have gradually increased not only our actual dollars, but *more importantly*, our place in the AAUP compensation scale. We certainly do not pay munificent salaries, but within our limited, need I say very limited resources, we have made real progress *according to AAUP standards*. Now I see that even with an approximate 10 % raise next year, we will be off the bottom of the new scale." (Emphasis supplied.)

The college in question had an overall grade of D in 1969-70 (but A at the instructor level), but rated 9 or 10 in each rank in 1970-71. Such



Table 4  
1970-71 Rating Scales for  
Average Compensation, Salary Plus Fringe Benefits  
(9-Month Basis)

|              | 1        | 2        | 3        | 4        | 5        | 6        | 7        | 8        | 9*       |
|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| CATEGORY I   |          |          |          |          |          |          |          |          |          |
| Professor    | \$25,740 | \$24,580 | \$23,410 | \$22,530 | \$21,650 | \$20,980 | \$20,310 | \$19,140 | \$17,970 |
| Associate    | 17,990   | 17,650   | 17,310   | 16,880   | 16,440   | 15,940   | 15,440   | 15,080   | 14,710   |
| Assistant    | 14,550   | 14,150   | 13,750   | 13,550   | 13,350   | 13,060   | 12,760   | 12,580   | 12,400   |
| Instructor   | 11,460   | 11,200   | 10,940   | 10,560   | 10,170   | 10,030   | 9,890    | 9,650    | 9,410    |
| CATEGORY II  |          |          |          |          |          |          |          |          |          |
| Professor    | 21,580   | 20,210   | 18,840   | 17,890   | 16,930   | 16,440   | 15,950   | 14,810   | 13,660   |
| Associate    | 16,580   | 15,850   | 15,120   | 14,600   | 14,070   | 13,600   | 13,130   | 12,450   | 11,760   |
| Assistant    | 13,540   | 13,070   | 12,600   | 12,220   | 11,840   | 11,530   | 11,210   | 10,770   | 10,320   |
| Instructor   | 10,990   | 10,620   | 10,240   | 10,000   | 9,760    | 9,540    | 9,310    | 9,010    | 8,710    |
| CATEGORY III |          |          |          |          |          |          |          |          |          |
| Professor    | 21,330   | 19,860   | 18,390   | 17,510   | 16,620   | 15,890   | 15,160   | 14,350   | 13,530   |
| Associate    | 18,020   | 16,900   | 15,770   | 15,360   | 14,940   | 14,350   | 13,750   | 13,010   | 12,270   |
| Assistant    | 15,350   | 14,300   | 13,250   | 12,960   | 12,660   | 12,170   | 11,680   | 11,250   | 10,810   |
| Instructor   | 12,910   | 12,210   | 11,510   | 11,050   | 10,580   | 10,220   | 9,850    | 9,550    | 9,250    |

Note: Category I includes (1) Institutions which offer the doctorate degree, and which conferred in the most recent three years an annual average of fifteen or more earned doctorates covering a minimum of three nonrelated disciplines. Category II includes institutions granting the baccalaureate degree or higher but not included in Category I. Category III includes two-year institutions.

\* Compensation figures less than those in the 9 column of the appropriate scale have been rated as 10.



changes occur with some frequency: one large university went from grades of C, B, B, A to ratings of 9, 10, 8, 9.

This kind of apparent change in rating reflects the need for the revision, not its shame. After a decade, the arbitrary grades had become comforting but not very meaningful. Instructors' compensations, for example, rose much faster than the AAUP scales, and thus everyone was grading well. The market demand for instructors had outstripped Committee Z's official aspirations for instructors' compensations. In what sense should we regard the scales as right, and the market as wrong? The facts show that some institutions -- including the two cited above -- had levels of compensation that were relatively very low, notwithstanding A grades. However regrettable this fact is, it is relevant, and if our earlier procedure obscured that fact, it was deficient by virtue of that concealment.

The new ratings, to repeat, are not grades for effort, nor are they normative evaluations: they are (roughly) descriptive of relative levels of compensation. Each institution must decide whether its level of compensation brings it pride, or shame, and what fraction of its resources it can or should devote to changing them. While under the old grading scheme everyone could be B or better, not everyone can be in the top 10 or 20 or 50 or 90 percent. If the letter grades had some independent informational content, they might have been worth retaining. But we became convinced that they had progressively lost such content.

2. *"Relative performance has been arbitrarily shifted in the new ratings."*

The following comment by a faculty member correspondent reflects this concern:

"Under the old letter-grading system our Professors received a grade of B and our Associate and Assistant Professors each received a grade of A. Under the new system our Professors are seemingly much better off and the two lower ranks have sunk into the [low] decile ratings."

For this large university, letter grades of B, A, A, were replaced by ratings of 5, 7, 6.

A shift like that above reflects the progressive inadequacy of our previous scales and the need for change. AAUP scales over recent years were explicitly designed to encourage a widening of the gap between the salaries in senior and junior ranks, a gap that had been compressed by market forces, but market pressures did not cooperate. The realities of labor market competition for new instructors and assistant professors in the decade of sharply rising demand led many institutions to raise salaries at the entering levels more rapidly than those of full professors. Because of this, many institutions effortlessly overtook the AAUP scales at the junior levels while fewer did so with the more rapidly rising senior level scales. The cumulative effect proved dramatic. For example, in 1963-64, only 32

percent of universities rated A or better at the assistant professor level; by 1968-69, 91 percent were so rated. The comparable percentages for full professor rose only from 16 to 26. Clearly the letter grades showed different things for different ranks.

3. *"The rate of increase utilized in projecting the scales is unreasonable."*

This same comment has meant, to different critics, three different things:

- (a) *"The rate utilized is not descriptively accurate."*

Obviously no projection is absolutely accurate, but the differences between the *projected* 1970-71 decile distributions (Table 4) and the *actual* 1970-71 distributions by institutions (Table 5) were not large, as Table 6 shows for Categories I -- III. (The doubling of sample size in Category III results in less stable data, but the same average trend.) The actual distribution did fall short of the projected distribution, partly due to a falloff in the economy as a whole which did not maintain the rate of growth in per capita personal income used in the projection, partly due to some erosion of the position of faculty relative to the average income receiver, and partly due to a 20 percent increase in our sample. (The newly reporting institutions tended to have slightly lower compensation levels than did institutions reporting both years.) As the table shows, these discrepancies do not support the claim of unreasonable projection.

A real, and remediable, consequence of the inaccuracy introduced by any discrepancies between forecast scales and actual data is that this year's numerical ratings do not reflect deciles of the actual distribution. Table 7 shows the extent to which the frequency distribution (in numbers and percent) of institutions with each rating varies from a straight decile distribution. For reasons noted above, there tends to be less than 10 percent of the reporting institutions in the top deciles, and more than 10 percent in the lower ones. Had we rated on the basis of the actual decile distribution, the ratings of some individual institutions would have been improved. We now think we should have rated according to actual distributions, not projected ones; in the future we will.

- (b) *"The rate used is not high enough because faculties' status should improve."* We have heard this criticism from several faculty members and AAUP chapters, who believe any projection ought to embody an "appropriate" rate of increase. While as faculty members we would like to have compensations rise very rapidly, this does not justify our projecting at the rate of 20 percent or 100 percent per year. We have no license to determine a "just" rate: indeed, there is no single ideal rate of increase, in part because different institutions have different problems, different aspirations, and different positions from which they start. Rather than rely on a subjective rate, we chose one which was based on a measure of income growth in the economy. Whatever its deficiencies, it is unambiguously interpretable.

Table 5

Decile Distributions of Average Compensations  
by Number of Institutions, 1970-71  
(9-Month Basis)

| Rating <sup>1</sup> | 1*       | 1        |          | 2        |          | 3        |          | 4        |          |          |
|---------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Percentile          | 95       | 90       | 80       | 70       | 60       | 50       | 40       | 30       | 20       | 10       |
| CATEGORY I          |          |          |          |          |          |          |          |          |          |          |
| Professor           | \$26,880 | \$25,690 | \$24,430 | \$22,890 | \$22,230 | \$21,190 | \$20,730 | \$19,500 | \$18,810 | \$17,980 |
| Associate           | 18,600   | 17,920   | 17,330   | 16,590   | 16,150   | 15,840   | 15,570   | 15,190   | 14,900   | 14,490   |
| Assistant           | 14,890   | 14,220   | 13,910   | 13,410   | 13,200   | 12,980   | 12,830   | 12,590   | 12,410   | 12,170   |
| Instructor          | 11,800   | 11,590   | 10,930   | 10,620   | 10,240   | 9,960    | 9,770    | 9,570    | 9,340    | 8,990    |
| CATEGORY IIA        |          |          |          |          |          |          |          |          |          |          |
| Professor           | 22,530   | 21,420   | 19,900   | 19,110   | 18,380   | 17,540   | 16,730   | 16,130   | 15,600   | 14,410   |
| Associate           | 17,400   | 16,700   | 15,810   | 15,140   | 14,680   | 14,330   | 13,940   | 13,460   | 13,000   | 12,160   |
| Assistant           | 14,030   | 13,600   | 12,970   | 12,570   | 12,230   | 11,970   | 11,680   | 11,350   | 11,010   | 10,440   |
| Instructor          | 11,690   | 11,110   | 10,670   | 10,300   | 10,050   | 9,740    | 9,490    | 9,280    | 9,040    | 8,620    |
| CATEGORY IIB        |          |          |          |          |          |          |          |          |          |          |
| Professor           | 20,370   | 19,560   | 17,930   | 16,720   | 16,230   | 15,530   | 15,050   | 14,360   | 13,720   | 12,900   |
| Associate           | 15,910   | 15,350   | 14,370   | 13,770   | 13,320   | 12,830   | 12,420   | 12,020   | 11,590   | 10,720   |
| Assistant           | 13,190   | 12,670   | 11,930   | 11,590   | 11,300   | 10,970   | 10,630   | 10,370   | 10,020   | 9,430    |
| Instructor          | 11,030   | 10,490   | 10,010   | 9,700    | 9,450    | 9,250    | 9,030    | 8,770    | 8,430    | 8,090    |
| CATEGORY III        |          |          |          |          |          |          |          |          |          |          |
| Professor           | 25,540   | 20,940   | 19,390   | 17,900   | 17,500   | 17,120   | 16,680   | 15,340   | 14,350   | 12,970   |
| Associate           | 19,980   | 17,860   | 16,150   | 15,130   | 15,060   | 13,870   | 13,740   | 13,190   | 12,430   | 11,670   |
| Assistant           | 16,250   | 14,780   | 13,660   | 13,310   | 12,470   | 11,820   | 11,280   | 11,120   | 10,800   | 10,240   |
| Instructor          | 13,690   | 12,540   | 11,550   | 10,770   | 10,550   | 10,020   | 9,630    | 9,600    | 9,110    | 8,790    |
| CATEGORY IV         |          |          |          |          |          |          |          |          |          |          |
| Only One Rank       | 15,550   | 15,170   | 14,620   | 13,830   | 13,240   | 12,330   | 11,580   | 10,610   | 9,920    | 9,190    |

NOTE: Category I - includes institutions which offer the doctorate degree, and which conferred in the most recent three years an annual average of fifteen or more earned doctorates covering a minimum of three nonrelated disciplines.

Category IIA - includes institutions awarding degrees above the baccalaureate but not included in Category I.

Category IIB - includes institutions awarding only the baccalaureate or equivalent degree.

Category III - includes two-year institutions.

Category IV - includes institutions without academic ranks.

<sup>1</sup>The ratings are shown here to illustrate how institutions will be rated in next year's survey. At that time, a similar table will be published based on next year's actual data, and ratings will be assigned from that table.



Table 6

Percentage Differences Between the Projected 1970-71<sup>1</sup> Compensation Scales  
and the Actual 1970-71 Decile Distributions of Average Compensations

(9-Month Basis)

| Ratings      | 1     | 2     | 3     | 4     | 5     | 6     | 7     | 8     | 9      |
|--------------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
| Percentiles  | 90    | 80    | 70    | 60    | 50    | 40    | 30    | 20    | 10     |
| CATEGORY I   |       |       |       |       |       |       |       |       |        |
| Professor    | -0.2% | -0.6% | -2.3% | -1.4% | -2.2% | -1.2% | -4.2% | -1.8% | +0.06% |
| Associate    | -0.4  | -1.9  | -4.3  | -4.5  | -3.8  | -2.4  | -1.7  | -1.2  | -1.5   |
| Assistant    | -2.3  | -1.7  | -2.5  | -2.7  | -2.9  | -1.8  | -1.4  | -1.4  | -1.9   |
| Instructor   | +1.1  | -2.5  | -3.0  | -3.1  | -2.1  | -2.7  | -3.3  | -3.3  | -4.7   |
| CATEGORY II  |       |       |       |       |       |       |       |       |        |
| Professor    | -6.0  | -5.7  | -3.2  | -4.1  | -2.7  | -2.8  | -4.4  | -2.8  | -1.9   |
| Associate    | -4.1  | -4.8  | -4.0  | -3.7  | -3.2  | -2.8  | -3.7  | -3.2  | -3.7   |
| Assistant    | -3.4  | -4.5  | -3.6  | -3.7  | -3.2  | -3.1  | -4.4  | -3.5  | -5.1   |
| Instructor   | -1.0  | -2.8  | -2.3  | -2.9  | -3.2  | -3.0  | -3.0  | -3.0  | -4.8   |
| CATEGORY III |       |       |       |       |       |       |       |       |        |
| Professor    | -1.9  | -2.4  | -2.7  | -0.06 | +3.0  | +5.0  | +1.2  | -     | -4.3   |
| Associate    | -0.9  | -4.6  | -3.0  | -2.0  | -7.7  | -4.4  | -4.2  | -4.7  | -5.1   |
| Assistant    | -3.9  | -4.7  | +0.5  | -3.9  | -7.1  | -7.9  | -5.0  | -4.2  | -5.6   |
| Instructor   | -3.0  | +5.7  | -6.9  | -4.7  | -5.6  | -6.1  | -2.6  | +4.8  | -5.2   |

<sup>1</sup> Projected by using 1968-69 actual decile distribution of average compensations increased by 8.0 percent compounded twice.

Interpretation of data: In Category I, for the rank of professor, the 1970-71 actual average compensation (80th percentile) was 0.6 percent lower than the average compensation (rating 2) in the projected 1970-71 scales.



Table 7

Frequency Distribution of 1970-71 Ratings,  
by Category and Academic Rank<sup>1</sup>

|                            | 1     | 2    | 3    | 4    | 5     | 6    | 7    | 8     | 9     | 10 <sup>2</sup> | Total <sup>3</sup> |
|----------------------------|-------|------|------|------|-------|------|------|-------|-------|-----------------|--------------------|
| NUMBER OF INSTITUTIONS     |       |      |      |      |       |      |      |       |       |                 |                    |
| <u>Category I</u>          |       |      |      |      |       |      |      |       |       |                 |                    |
| Professor                  | 15    | 11   | 10   | 9    | 17    | 13   | 13   | 18    | 23    | 17              | 146                |
| Associate                  | 13    | 6    | 10   | 8    | 14    | 19   | 20   | 15    | 17    | 24              | 146                |
| Assistant                  | 10    | 6    | 15   | 7    | 9     | 25   | 18   | 10    | 17    | 29              | 146                |
| Instructor                 | 14    | 2    | 10   | 14   | 19    | 7    | 7    | 19    | 18    | 33              | 143                |
| <u>Category II</u>         |       |      |      |      |       |      |      |       |       |                 |                    |
| Professor                  | 48    | 60   | 108  | 80   | 88    | 62   | 84   | 126   | 94    | 103             | 853                |
| Associate                  | 54    | 56   | 84   | 78   | 99    | 85   | 91   | 106   | 85    | 129             | 867                |
| Assistant                  | 59    | 48   | 77   | 83   | 82    | 91   | 89   | 86    | 106   | 149             | 868                |
| Instructor                 | 76    | 53   | 79   | 65   | 59    | 78   | 92   | 102   | 82    | 162             | 848                |
| <u>Category III</u>        |       |      |      |      |       |      |      |       |       |                 |                    |
| Professor                  | 13    | 6    | 15   | 9    | 14    | 9    | 8    | 12    | 9     | 21              | 116                |
| Associate                  | 11    | 6    | 17   | 9    | 12    | 9    | 8    | 17    | 15    | 29              | 133                |
| Assistant                  | 12    | 8    | 18   | 4    | 8     | 14   | 13   | 11    | 21    | 34              | 143                |
| Instructor                 | 10    | 6    | 14   | 10   | 14    | 10   | 17   | 10    | 9     | 42              | 142                |
| PERCENTAGE OF INSTITUTIONS |       |      |      |      |       |      |      |       |       |                 |                    |
| <u>Category I</u>          |       |      |      |      |       |      |      |       |       |                 |                    |
| Professor                  | 10.3% | 7.5% | 6.8% | 6.2% | 11.6% | 8.9% | 8.9% | 12.3% | 15.8% | 11.6%           | 100.0%             |
| Associate                  | 8.9   | 4.1  | 6.8  | 5.5  | 9.6   | 13.0 | 13.7 | 10.3  | 11.6  | 16.4            | 100.0              |
| Assistant                  | 6.8   | 4.1  | 10.3 | 5.0  | 6.2   | 17.1 | 12.3 | 6.8   | 11.6  | 19.9            | 100.0              |
| Instructor                 | 9.8   | 1.4  | 7.0  | 9.8  | 13.3  | 4.9  | 4.9  | 13.3  | 12.6  | 23.1            | 100.0              |
| <u>Category II</u>         |       |      |      |      |       |      |      |       |       |                 |                    |
| Professor                  | 5.6   | 7.0  | 12.7 | 9.4  | 10.3  | 7.3  | 9.8  | 14.8  | 11.0  | 12.1            | 100.0              |
| Associate                  | 6.2   | 6.5  | 9.7  | 9.0  | 11.4  | 9.8  | 10.5 | 12.2  | 9.8   | 14.9            | 100.0              |
| Assistant                  | 6.8   | 5.5  | 8.9  | 9.6  | 9.4   | 10.5 | 10.3 | 9.9   | 12.2  | 17.2            | 100.0              |
| Instructor                 | 9.0   | 6.3  | 9.3  | 7.7  | 7.0   | 9.2  | 10.8 | 12.0  | 9.7   | 19.1            | 100.0              |
| <u>Category III</u>        |       |      |      |      |       |      |      |       |       |                 |                    |
| Professor                  | 11.2  | 5.2  | 12.9 | 7.8  | 12.1  | 7.8  | 6.9  | 10.3  | 7.8   | 18.1            | 100.0              |
| Associate                  | 8.3   | 4.5  | 12.8 | 6.8  | 9.0   | 6.8  | 6.0  | 12.8  | 11.3  | 21.8            | 100.0              |
| Assistant                  | 8.4   | 5.6  | 12.6 | 2.8  | 5.6   | 9.8  | 9.1  | 7.7   | 14.7  | 23.8            | 100.0              |
| Instructor                 | 7.0   | 4.2  | 9.9  | 7.0  | 9.9   | 7.0  | 12.0 | 7.0   | 7.7   | 29.6            | 100.0              |

<sup>1</sup> Based upon AAUP 1970-71 Compensation Scales.

<sup>2</sup> Average compensations less than those in the 9 column of the appropriate scale have been rated as 10.

<sup>3</sup> Percentages may not total 100 because of rounding.

(c) *"The rate used is too high given the financial plight of the nation's colleges and universities."* This complaint is directly opposed to the one above. It comes from hard-pressed college administrators who would like the AAUP to endorse very modest increases in compensations to ease the financial plight of the colleges in which the faculty have a stake. We have elsewhere noted that that plight is real, and that college and university faculties must define their role in discussing these problems. We have neither the wisdom nor the authority to determine on a national basis what is an appropriate response, and we clearly must reject the implicit notion that faculty pay is in any sense a residual claim on tight educational resources.

The disparate reaction to our basis of projection is a source of modest comfort. If displeasing everyone is a measure of any virtue, we believe our virtue is assured.

4. *"Deciles are peculiarly inadequate bases for ratings."*

Critiques under this heading are of two kinds, both of which we find persuasive. The first is that for those institutions that strive to be at the top, the standard of the top 10 percent is not demanding enough, and we should do nothing to discourage those aspirations. We shall from now on include data adequate to identify the top 5 percent in any category.

The second objection is both statistical and substantive. It is that the deciles give too much emphasis to small and arbitrary differences. In this view, the difference, for example, between 9 or 10 (or 5 and 6) may be both uninteresting and statistically capricious, particularly in categories with smaller sample size. In this view, a smaller number of ratings would be preferable. On purely statistical grounds this view seems to be meritorious.

5. *"The categories of institutions defined prove unsatisfactory."*

Again this general view reflects a variety of different complaints:

(a) *"Faculty are faculty, wherever they teach."* This view, which we believe to be correct in human terms, but incorrect in terms of job descriptions, required training, and alternative employment opportunities, has led some to urge the use of a single category of institutions. With these critics we must simply agree to disagree.

(b) *"The AAUP is an organization of individuals, not institutions."* Many feel that although data are reported by institutions, the weight attached to any institution should vary with the size of its faculty. In Table 8 we provide a tabulation of decile distributions weighted by number of faculty members, which permits any interested reader to develop alternative ratings. There are arguments that can be made for use of either the distribution based on number of faculty or the one based on number of institutions. All in all, we have decided to use the latter, but will continue to provide both sets of distributions.

Table 8

Decile Distributions of Average Compensations  
by Number of Faculty Members, 1970-71  
(9-Month Basis)

| Percentile    | 95       | 90       | 80       | 70       | 60       | 50       | 40       | 30       | 20       | 10       |
|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| CATEGORY I    |          |          |          |          |          |          |          |          |          |          |
| Professor     | \$26,570 | \$25,700 | \$23,960 | \$23,500 | \$22,330 | \$21,640 | \$21,030 | \$20,270 | \$19,060 | \$18,450 |
| Associate     | 18,030   | 17,650   | 17,060   | 16,520   | 16,130   | 15,920   | 15,500   | 15,150   | 14,920   | 14,610   |
| Assistant     | 14,430   | 14,250   | 13,790   | 13,360   | 13,190   | 13,080   | 12,870   | 12,620   | 12,410   | 12,280   |
| Instructor    | 11,590   | 11,190   | 10,800   | 10,480   | 10,170   | 9,950    | 9,710    | 9,560    | 9,340    | 9,050    |
| CATEGORY IIA  |          |          |          |          |          |          |          |          |          |          |
| Professor     | 23,120   | 21,690   | 20,370   | 19,900   | 19,600   | 18,860   | 18,040   | 17,150   | 16,340   | 15,600   |
| Associate     | 17,910   | 16,810   | 16,130   | 15,370   | 15,090   | 14,720   | 14,490   | 14,130   | 13,550   | 12,980   |
| Assistant     | 14,470   | 13,810   | 13,230   | 12,770   | 12,450   | 12,280   | 12,080   | 11,800   | 11,360   | 10,950   |
| Instructor    | 11,870   | 11,230   | 10,790   | 10,410   | 10,140   | 9,910    | 9,650    | 9,410    | 9,190    | 8,850    |
| CATEGORY IIB  |          |          |          |          |          |          |          |          |          |          |
| Professor     | 20,700   | 19,980   | 18,790   | 17,710   | 16,710   | 16,290   | 15,710   | 15,080   | 14,240   | 13,340   |
| Associate     | 15,910   | 15,490   | 14,740   | 14,070   | 13,640   | 13,200   | 12,820   | 12,350   | 11,840   | 11,120   |
| Assistant     | 13,310   | 12,760   | 12,360   | 11,810   | 11,530   | 11,300   | 11,010   | 10,650   | 10,360   | 9,920    |
| Instructor    | 10,960   | 10,490   | 10,050   | 9,720    | 9,490    | 9,320    | 9,130    | 8,920    | 8,650    | 8,310    |
| CATEGORY III  |          |          |          |          |          |          |          |          |          |          |
| Professor     | *        | 26,980   | 22,530   | 19,980   | 19,270   | 18,770   | 17,710   | 16,810   | 15,330   | 13,610   |
| Associate     | *        | 20,570   | 17,860   | 16,430   | 16,070   | 15,540   | 15,050   | 14,210   | 13,310   | 12,170   |
| Assistant     | *        | 16,810   | 14,780   | 14,360   | 13,660   | 12,980   | 12,350   | 11,740   | 11,250   | 10,800   |
| Instructor    | *        | 14,600   | 12,540   | 11,660   | 11,000   | 10,340   | 9,940    | 9,630    | 9,220    | 8,820    |
| CATEGORY IV   |          |          |          |          |          |          |          |          |          |          |
| Only One Rank | 15,850   | 15,540   | 15,280   | 15,050   | 14,640   | 13,840   | 13,180   | 12,100   | 11,270   | 9,810    |

NOTE: Category I - includes institutions which offer the doctorate degree, and which conferred in the most recent three years an annual average of fifteen or more earned doctorates covering a minimum of three nonrelated disciplines.

Category IIA - includes institutions awarding degrees above the baccalaureate but not included in Category I.

Category IIB - includes institutions awarding only the baccalaureate or equivalent degree.

Category III - includes two-year institutions.

Category IV - includes institutions without academic ranks.

\*Sample too small to be meaningful



(c) *"The categories are not sufficiently homogeneous."* An example of concerns that many have raised is the lumping of the small, independent, private, four-year colleges with large, public, four-year institutions. We believe there *are* unfortunate heterogeneities in our categories, and we are seeking ways to improve the groupings. Subject to the requirements of sample size, we are prepared to revise our groupings in ways that prove fruitful. The data so far collected and analyzed have persuaded us that at least a subdivision of Category II is desirable.

6. *"The data published are misleading because of neglect of cost-of-living differences."*

We are of course aware of the significant differences in the cost of living among areas, but we lack the information to make a sophisticated deflation of the data for any institution. The published data are limited, at best, and suffer the usual deficiencies of all index numbers. We shall continue to publish what we consider the best available indices of relative living costs (see Table 2), and we urge all users to consider these data, as well as the absolute levels of compensation reported, and other relevant factors, in determining the relative affluence or poverty of faculty at different institutions. But such comparisons are not mechanically made. For example, the reported cost of living in the New York metropolitan area is approximately 20 percent higher than in Detroit. But variations in effective living costs for locations *within* the New York area, and within the Detroit metropolitan region, as well as among people with different tastes, commuting habits, and ages, make unsatisfactory any simplistic downward adjustment by 20 percent of compensations of each institution in the New York area in order to compare it to any of the institutions in the Detroit metropolitan area.

7. *"Neglect of differences in teaching loads renders the comparisons unsatisfactory."*

The argument here is that focusing on compensations neglects other vital aspects of academic life, including teaching loads, research facilities, and so on. We agree, but are unable to find any sensible basis for adjustment. The obvious deficiencies of reporting, for example, compensation per credit hour taught should indicate why we are cautious. The fact is, as we have noted before, that institutions differ from one another in many respects. One of these concerns the nature of expected duties, and this includes the definition of a full-time teaching load. If a college or university faculty chooses to accept higher teaching loads in order to obtain higher salaries (a trade that some have made), its levels of monetary compensation will rise, and it will rise in the reported rankings. We feel this is appropriate; its salaries *are* higher. Of course, its attractiveness in other dimensions will decline. We do not, and can not, incorporate all aspects of working conditions in our reports on compensations.



### *Planned Revisions in Future Scales*

On the basis of criticisms received, as discussed above, we recognize the desirability of several modifications in our rating scheme. But we are likewise persuaded that the basic changes in the form of ratings adopted in 1969 have proven desirable. Effective next year, the following further changes will be instituted:

1. *The ten decile based ratings will be replaced by the following six ratings, for each category of institution, and for each rank:*

| Rating | Percentiles | Interpretation                |
|--------|-------------|-------------------------------|
| 1*     | 95 or over  | Top 5 percent of institutions |
| 1      | 80-94       | Next 15 percent               |
| 2      | 60-79       | Next 20 percent               |
| 3      | 40-59       | Next 20 percent               |
| 4      | 20-39       | Next 20 percent               |
| 5      | 0-19        | Lowest 20 percent             |

This will meet the need for a smaller "top" category, provide sufficient distinctions, and not be subject as much to statistical instability as the decile ratings.

2. *Ratings in every year will be based on the actual distributions for that year.* Thus, in 1972-73, precisely 40 percent, neither more nor less, will be rated 2 or above in each category. Projections will be used for guiding budgetary decisions but not for ratings. We will, for informational purposes, project the quintile distributions, two years ahead, using an index of per capita personal income.

Using *current* quintile distributions to determine current ratings will mean that no institution can predict with certainty its future rating, but this seems a relatively small price to pay for the unambiguous descriptive accuracy we achieve.

3. *Category II will be split into two categories.* Category IIA will include four-year institutions with significant graduate programs, but not so many as to qualify as institutions in Category I. They may be thought of as emerging universities. Category IIB will include institutions whose basic and primary function is a four-year baccalaureate program. As data are collected, institutions in the present Category II will be asked to indicate in which category (in their opinion) they should be included. (Scales based on a preliminary separation of these categories are published in this report.)

4. *A new Category IV will be created for institutions which do not have the usual academic ranks.* (Again, preliminary scales are published in this report.)

We believe that these two changes will go a long way toward avoiding heterogeneous groupings. Other possible subdivisions will be the subject of detailed analysis in the year to come.

5. *The data on increases in actual salaries by rank for individuals employed for two consecutive years will be supplemented by the use of two evaluative symbols.* The symbol - will be used for those institutions where the increase in salaries for that rank is less than the annual average increase in the cost-of-living index, and a + will mark those institutions whose increase in salaries has exceeded a measure that reflects a significant increase in relative status of the profession.

In introducing this change, we will surely be charged with introducing "Honors, Pass, Fail" grading to annual increases at the same time that we abandon grading of levels of compensations. The charge will be correct in one sense. Our defense is that there *are* meaningful economy-wide standards that ought to be noticed along with the relative performance of school against school. Thus, while the *ratings* compare each institution with other academic institutions, they say nothing about the profession as a whole. The three-way (-, nothing, +) identification of annual increases shows performance relative to external standards. We believe the cost of living represents a key national indicator, and keeping pace with it represents a minimum standard of performance. Failure to maintain this standard should not be allowed to go unnoted. We are aware that regional differences in the rate of change of the cost of living make this standard slightly ambiguous, but we lack the data to apply an institution-by-institution standard. The higher, +, rating will be selected by attention to earnings of other professional groups. The precise form of the index used to determine this standard has not yet been determined, but will be explained in detail next year. In every year we will present in our report a frequency distribution of institutions receiving each symbol.

Having made major changes in our ratings twice in two years has perhaps tried the patience of our members and our friends. We hope that the present scheme will prove both stable and helpful. We continue to anticipate receiving criticism and suggestions.

#### Part IV: Using the Data

##### *The Appendices and Tables*

The results of this year's survey are presented in two forms: detailed figures are listed by institution in Appendices I, II, and III, and summary results are presented in tables accompanying and following this text. Additional tables are available upon request. A list of these tables will be published in the final report in the Summer, 1971 *AAUP Bulletin*.

The format of the Appendices and the notations used therein are explained in notes just preceding them.

Table 9 gives the most general summary of the data collected. There were 271,585 full-time faculty members at participating institutions, earning an average compensation of \$14,707, of which 10 percent represented fringe benefits.

Table 10 shows the annual increases in average compensation for each of the past six years. These data reinforce the dismal picture described above: each rank shows an average increase barely above the increase in cost of living -- except for professors, whose average compensation increased only 5.8 percent.

Table 11 shows average salary and average compensation by rank, category, and type of control. It emphasizes a point made earlier: although church-related institutions achieved higher increases this year than did public or private independent schools, they started from a lower base and *remain* below the other groups.

Table 12 analyzes average salary by region, category, and rank. On most lines of the table, the highest average occurs in the Middle Atlantic states, but there are exceptions: Professors and Instructors in Category I (New England leads), Professors in Category IIB (the Pacific states lead), and Assistant Professors and Instructors in Category III (the Pacific states again).

Table 13 is similar to Table 12, except that it analyzes compensation rather than salary.

Tables 14 and 15 are the projected scales for 1971-72 and 1972-73 respectively. The former was computed from 1969-70 data by application of a 7.5 percent interest rate (compounded twice) to the 95th, 80th, 60th, 40th, and 20th percentiles. The latter was computed in the same fashion, using a 6 percent interest rate on 1970-71 data. Let us reiterate that these projected scales are to advise the profession as to the levels of compensation which *would* be reached if (a) the economy grew at the indicated rate over the two-year period involved, and (b) the profession maintained its relative position among U. S. income earners. They are intended as *descriptive* rather than *normative* scales. Institutions will be rated each year on the basis of actual data reported, not arbitrary preset scales.

Table 16 provides the figures used to construct Figure III, plus more detail. In brief, it shows that in most ranks and categories, more than half of the institutions increased average salaries by *less* than the Consumer Price Index.

Table 17 shows the percentages of institutions which increased average salaries for *faculty on staff both years* by less than the CPI. Although the figures are better than those in Table 16, they are by no means encouraging.

Table 18 shows the relative indices for full-time faculty, full-time students, and faculty-student ratio which were used in constructing Figure IV.



Table 19 details the relative indices used to draw Figure V, which showed the relationship between the CPI, the per capita personal income, and the average salaries for an historical sample.

Table 20 shows the distribution of the 1345 participating institutions (excluding medical schools) by category and type of control.

Finally, Table 21 shows those institutions with the highest faculty compensation per full-time student equivalent. This measure is subject to considerable variation as a result of different institutional functions and structures. Consequently, we recommend that it be used with caution.

#### *Further Analyses Available*

This year we are formalizing a service which has been available informally for many years. Upon request (within the limits of available staff time) we will prepare analyses of salary or compensation for any reasonable comparison group. For this purpose we have available both averages by rank and frequency distributions of salaries within ranks. The latter set of data can be used only in sufficiently large comparison groups to insure confidentiality of individual institutional data. Inquiries regarding this service should be directed to Mrs. Maryse Eymonerie, Survey Director, American Association of University Professors, One Dupont Circle -- Suite 500, Washington, D. C. 20036. A charge will be made to cover computer costs, handling, and mailing.

Readers should note that Appendix I contains sufficient information from which to prepare many useful analyses. Average compensation comparisons, analyses of fringe benefits, and average salary increase comparisons can all be made directly from that table.

\* \* \* \* \*

In summary, let us reiterate our three major conclusions:

- (1) The financial crisis in higher education is steadily growing more acute, and faculty are paying a heavy share of the cost;
- (2) We appreciate the interest expressed by our many correspondents, and hope that the modifications detailed here will significantly increase the usefulness of the survey to the entire profession; and
- (3) We stand ready to assist in further analysis and use of our data.

Our efforts depend upon the cooperation of many people. To all of them we express the gratitude of the academic community.

Peter O. Steiner  
Maryse Eymonerie  
William B. Woolf



## INDEX OF TABLES

- Table 1A: Percentage Increases in Average Salary - Percentage Increases for Institutions Reporting Comparable Data for Both 1969-70 and 1970-71, by Category, Type of Control, and Academic Rank (accompanying text)
- Table 1B: Percentage Increases in Average Compensation - Percentage Increases for Institutions Reporting Comparable Data for Both 1969-70 and 1970-71, by Category, Type of Control, and Academic Rank (accompanying text)
- Table 2: Annual Costs and Indexes of Comparative Costs Based on a Higher Living Standard for a Four-Person Family, Spring 1969 and Spring 1970 (accompanying text)
- Table 3: Percentage Increases in Salary for Faculty on Staff for Both 1969-70 and 1970-71, by Category, Type of Control, and Academic Rank (accompanying text)
- Table 4: 1970-71 Rating Scales for Average Compensation, Salary Plus Fringe Benefits (accompanying text)
- Table 5: Decile Distributions of Average Compensations by Number of Faculty Members, 1970-71 (accompanying text)
- Table 6: Percentage Differences Between the Projected 1970-71 Compensation Scales and the Actual 1970-71 Decile Distributions of Average Compensations (accompanying text)
- Table 7: Frequency Distribution of 1970-71 Ratings, by Category and Academic Rank (accompanying text)
- Table 8: Decile Distributions of Average Compensations by Number of Institutions, 1970-71 (accompanying text)
- Table 9: Average Compensation, Salary and Benefits - Number of Full-Time Faculty, Total and Average Compensations, Average Salary and Average Fringe Benefits by Ranks, 1970-71
- Table 10: Annual Increases in Average Compensation (Salary Plus Benefits) - Average Annual Dollar and Percentage Increases in Compensation for Institutions Reporting Comparable Data for One-Year Periods—This Year, Last Year, Two Years, Three Years, Four Years, and Five Years Ago by Academic Ranks and Weighted Average for All Ranks
- Table 11: - Weighted Average Salaries and Average Compensations by Rank, Category, and Type of Control, 1970-71
- Table 12: Weighted Average Salary Analyzed by Region, Category, and Academic Rank, 1970-71
- Table 13: Weighted Average Compensation Analyzed by Region, Category, and Academic Rank, 1970-71

## INDEX OF TABLES - CONTINUED

- Table 14: 1971-72 Projected Scales for Average Compensation, Salary Plus Fringe Benefits
- Table 15: 1972-73 Projected Scales for Average Compensation, Salary Plus Fringe Benefits
- Table 16: Percentage of Institutions with Increases in Average Salaries Less Than the Increase in the Consumer Price Index, and with an Increase Equal To or More Than the Increase in the Consumer Price Index for Those Institutions Submitting Comparable Data Both Years 1969-70 and 1970-71
- Table 17: Percentage of Institutions with Increases in Average Salaries for Faculty on Staff Both Years (1969-70 and 1970-71) less than the Increase in the Consumer Price Index and with an Increase Equal To or More Than the Increase in the Consumer Price Index
- Table 18: Relatives Showing Trends in Number of Full-Time Faculty Members and Full-Time Students and in Student /Faculty Ratios
- Table 19: Relatives Showing Trends in Average Salaries - Relatives Showing Trends in Average Salaries All Ranks Combined in the 36 Biennial-Survey Institutions in Per Capita Personal Incomes, in the Consumer Price Index 1957-70 and the Average Increase in Real Salary Levels Since 1959
- Table 20: Number of Institutions Submitting Data for the 1970-71 Compensation Survey, by Type of Control and Category
- Table 21: Institutions With Highest Compensations For Full-Time Student-Equivalent, 1970-71

Table 9

Average Compensation, Salary and Benefits  
 Number of Full-Time Faculty, Total and Average Compensations,  
 Average Salary and Average Fringe Benefits by Ranks, 1970-71  
 (9-Month Basis)

|                                                      | Total<br>Full-Time<br>Faculty<br>Members | Total<br>Compensation | Average<br>Compensation | Average<br>Salary | Average<br>Fringe<br>Benefits | Fringe<br>Benefits<br>As % of Av'g.<br>Compensation |
|------------------------------------------------------|------------------------------------------|-----------------------|-------------------------|-------------------|-------------------------------|-----------------------------------------------------|
| I. 1161 Institutions<br>with Professorial<br>Rank    |                                          |                       |                         |                   |                               |                                                     |
| Professor                                            | 62,743                                   | \$1,279,858,469       | \$20,398                | \$18,314          | \$2,084                       | 10.2%                                               |
| Associate Professor                                  | 60,695                                   | 930,463,790           | 15,330                  | 13,792            | 1,538                         | 10.0                                                |
| Assistant Professor                                  | 89,317                                   | 1,129,566,129         | 12,647                  | 11,347            | 1,300                         | 10.3                                                |
| Instructor                                           | 39,099                                   | 394,353,545           | 10,086                  | 9,084             | 1,002                         | 9.9                                                 |
| Lecturer                                             | 4,167                                    | 52,793,218            | 12,669                  | 11,113            | 1,556                         | 12.3                                                |
| All Ranks                                            | 256,021                                  | \$3,787,035,151       | \$14,792                | \$13,284          | \$1,508                       | 10.2%                                               |
| II. 184 Institutions<br>without Professorial<br>Rank |                                          |                       |                         |                   |                               |                                                     |
| One Rank Only                                        | 15,564                                   | 207,170,364           | 13,311                  | 12,384            | 927                           | 7.0%                                                |
| Total Reporting                                      | 271,585                                  | \$3,994,205,515       | \$14,707                | \$13,233          | \$1,474                       | 10.0%                                               |

Table 10

Annual Increases in Average Compensation  
(Salary Plus Benefits)

Average Annual Dollar and Percentage Increases in Compensation for Institutions Reporting Comparable Data for One-Year Periods—This Year, Last Year, Two Years, Three Years, Four Years, and Five Years Ago by Academic Ranks and Weighted Average for All Ranks<sup>1</sup>

(9-Month Basis)

|                     | <u>This Year</u><br><u>'69 to '70</u> <sup>2</sup> | <u>Last Year</u><br><u>'68 to '69</u> | <u>Two Years</u><br><u>Ago</u><br><u>'67 to '68</u> | <u>Three Years</u><br><u>Ago</u><br><u>'66 to '67</u> | <u>Four Years</u><br><u>Ago</u><br><u>'65 to '66</u> | <u>Five Years</u><br><u>Ago</u><br><u>'64 to '65</u> |
|---------------------|----------------------------------------------------|---------------------------------------|-----------------------------------------------------|-------------------------------------------------------|------------------------------------------------------|------------------------------------------------------|
| DOLLAR INCREASE     |                                                    |                                       |                                                     |                                                       |                                                      |                                                      |
| Professor           | \$1,127                                            | \$1,269                               | \$1,181                                             | \$1,205                                               | \$1,024                                              | \$1,035                                              |
| Associate Professor | 893                                                | 956                                   | 941                                                 | 874                                                   | 746                                                  | 760                                                  |
| Assistant Professor | 756                                                | 771                                   | 749                                                 | 702                                                   | 598                                                  | 610                                                  |
| Instructor          | 629                                                | 664                                   | 574                                                 | 524                                                   | 438                                                  | 445                                                  |
| Lecturer            | 841                                                | 1,142                                 | 907                                                 | 848                                                   | 1,617                                                | 901                                                  |
| All Ranks           | 865                                                | 924                                   | 875                                                 | 839                                                   | 723                                                  | 728                                                  |
| PERCENTAGE INCREASE |                                                    |                                       |                                                     |                                                       |                                                      |                                                      |
| Professor           | 5.8%                                               | 7.1%                                  | 7.0%                                                | 7.7%                                                  | 6.9%                                                 | 7.5%                                                 |
| Associate Professor | 6.2                                                | 7.1                                   | 7.5                                                 | 7.4                                                   | 6.7                                                  | 7.3                                                  |
| Assistant Professor | 6.3                                                | 6.9                                   | 7.2                                                 | 7.2                                                   | 6.5                                                  | 7.1                                                  |
| Instructor          | 6.6                                                | 7.6                                   | 7.0                                                 | 6.9                                                   | 6.0                                                  | 6.5                                                  |
| Lecturer            | 6.9                                                | 10.8                                  | 9.3                                                 | 9.4                                                   | 20.1                                                 | 11.4                                                 |
| All Ranks           | 6.2                                                | 7.1                                   | 7.2                                                 | 7.4                                                   | 6.8                                                  | 7.3                                                  |

<sup>1</sup> Data for last year (1968-69 to 1969-70), two years ago (1967-68 to 1968-69), three years ago (1966-67 to 1967-68), four years ago (1965-66 to 1966-67), and five years (1964-65 to 1965-66) are taken from AAUP Bulletin, Summer, 1970, Table 7, p. 196.

<sup>2</sup> In calculating these figures, we used what amounts to a Paasche Index, since numbers of persons who are currently in the various ranks were employed as weights. Thus we computed as base what average compensation would have been last year if relative numbers in the different ranks had been what they are currently.



Table 11

Weighted Average Salaries and Average Compensations  
by Rank, Category, and Type of Control, 1970-71

(9-Month Basis)

| Academic Rank | Salary       |          |              |                | Compensation |          |              |                |
|---------------|--------------|----------|--------------|----------------|--------------|----------|--------------|----------------|
|               | All Combined | Public   | Private Ind. | Church-Related | All Combined | Public   | Private Ind. | Church-Related |
| CATEGORY I    |              |          |              |                |              |          |              |                |
| Professor     | \$19,600     | \$19,150 | \$21,080     | \$18,100       | \$21,860     | \$21,080 | \$24,330     | \$20,130       |
| Associate     | 14,380       | 14,350   | 14,640       | 13,930         | 15,990       | 15,820   | 16,770       | 15,530         |
| Assistant     | 11,760       | 11,760   | 11,840       | 11,390         | 13,100       | 13,030   | 13,530       | 12,620         |
| Instructor    | 9,020        | 8,970    | 9,290        | 9,030          | 10,030       | 9,970    | 10,410       | 9,940          |
| CATEGORY II A |              |          |              |                |              |          |              |                |
| Professor     | 17,090       | 17,420   | 17,120       | 15,430         | 18,950       | 19,100   | 19,620       | 17,480         |
| Associate     | 13,570       | 13,830   | 13,390       | 12,410         | 15,040       | 15,200   | 15,260       | 14,040         |
| Assistant     | 11,240       | 11,440   | 11,040       | 10,390         | 12,500       | 12,670   | 12,490       | 11,650         |
| Instructor    | 9,100        | 9,220    | 9,070        | 8,520          | 10,070       | 10,190   | 10,080       | 9,460          |
| CATEGORY II B |              |          |              |                |              |          |              |                |
| Professor     | 14,760       | 15,250   | 15,700       | 14,280         | 16,520       | 16,440   | 17,800       | 16,120         |
| Associate     | 11,880       | 12,590   | 12,130       | 11,520         | 13,270       | 13,800   | 13,740       | 12,930         |
| Assistant     | 10,210       | 10,810   | 10,270       | 9,890          | 11,360       | 11,930   | 11,520       | 11,020         |
| Instructor    | 8,590        | 8,910    | 8,790        | 8,360          | 9,400        | 9,730    | 9,700        | 9,150          |
| CATEGORY III  |              |          |              |                |              |          |              |                |
| Professor     | 16,920       | 17,100   | 12,620       | 12,140         | 19,110       | 19,340   | 14,100       | 13,200         |
| Associate     | 13,980       | 14,120   | 11,340       | 10,600         | 15,720       | 15,870   | 12,790       | 11,580         |
| Assistant     | 11,660       | 11,760   | 9,780        | 9,290          | 13,220       | 13,350   | 10,950       | 10,270         |
| Instructor    | 9,670        | 9,760    | 8,470        | 8,200          | 10,920       | 11,030   | 9,500        | 8,760          |
| CATEGORY IV   |              |          |              |                |              |          |              |                |
| Only One Rank | 12,380       | 12,610   | 10,800       | 9,940          | 13,310       | 13,510   | 12,020       | 10,930         |

Note: Category I includes institutions granting at least an annual average of 15 doctorate degrees in the last three years and in at least three nonrelated disciplines; Category II A includes institutions offering Master or higher degrees; Category II B includes institutions offering Bachelor's degree; Category III institutions offer two-year degree; and Category IV institutions are without academic ranks.

Table 12

Weighted Average Salary Analyzed by Region<sup>1</sup>, Category<sup>2</sup>, and Academic Rank, 1970-71  
(9-Month Basis)

| Academic Rank | West     |           | North Central      |                    | North East      |             | South           |                 |                |
|---------------|----------|-----------|--------------------|--------------------|-----------------|-------------|-----------------|-----------------|----------------|
|               | Pacific  | Mountains | West North Central | East North Central | Middle Atlantic | New England | West S. Central | East S. Central | South Atlantic |
| CATEGORY I    |          |           |                    |                    |                 |             |                 |                 |                |
| Professor     | \$20,080 | \$17,260  | \$18,290           | \$19,740           | \$21,000        | \$21,470    | \$18,110        | \$17,310        | \$19,610       |
| Associate     | 14,090   | 13,450    | 13,960             | 14,520             | 15,040          | 14,970      | 14,040          | 13,680          | 14,550         |
| Assistant     | 11,520   | 11,380    | 11,610             | 11,820             | 12,030          | 11,900      | 11,600          | 13,360          | 11,960         |
| Instructor    | 8,760    | 8,760     | 9,030              | 9,190              | 9,270           | 9,390       | 8,490           | 8,510           | 8,990          |
| CATEGORY IIA  |          |           |                    |                    |                 |             |                 |                 |                |
| Professor     | 17,470   | 15,930    | 15,630             | 16,930             | 18,750          | 17,720      | 14,760          | 14,980          | 16,300         |
| Associate     | 13,340   | 12,980    | 12,570             | 13,660             | 14,660          | 13,830      | 12,370          | 12,630          | 13,270         |
| Assistant     | 10,950   | 10,740    | 10,710             | 11,360             | 12,120          | 11,460      | 10,550          | 10,530          | 11,010         |
| Instructor    | 9,040    | 8,700     | 8,820              | 9,160              | 9,700           | 9,710       | 8,580           | 8,570           | 8,620          |
| CATEGORY IIB  |          |           |                    |                    |                 |             |                 |                 |                |
| Professor     | 16,420   | 13,860    | 14,490             | 15,160             | 15,990          | 14,210      | 13,070          | 13,220          | 14,590         |
| Associate     | 12,050   | 11,640    | 11,590             | 12,200             | 12,680          | 11,860      | 10,870          | 10,700          | 11,780         |
| Assistant     | 10,620   | 9,870     | 10,010             | 10,430             | 10,690          | 10,270      | 9,410           | 9,450           | 10,120         |
| Instructor    | 8,870    | 8,170     | 8,610              | 8,760              | 8,900           | 8,700       | 8,110           | 8,120           | 8,440          |
| CATEGORY III  |          |           |                    |                    |                 |             |                 |                 |                |
| Professor     | 16,270   | -         | 15,720             | 17,270             | 18,710          | 14,620      | 11,470          | *               | 14,270         |
| Associate     | 14,670   | -         | 14,120             | 14,600             | 14,710          | 12,000      | 10,470          | 9,890           | 12,630         |
| Assistant     | 12,330   | -         | 11,760             | 12,120             | 12,170          | 10,540      | 9,250           | 9,160           | 10,430         |
| Instructor    | 11,260   | -         | 9,600              | 9,920              | 10,230          | 9,030       | 8,260           | 8,310           | 8,720          |
| CATEGORY IV   |          |           |                    |                    |                 |             |                 |                 |                |
| One Rank Only | 13,740   | 11,330    | 11,090             | 13,250             | 12,620          | 10,070      | 9,300           | 9,610           | 10,850         |

<sup>1</sup> Regions and geographic divisions of the United States, Department of Commerce, Bureau of the Census. Pacific: Alaska, Calif., Hawaii, Oreg., Wash. - Mountains: Ariz., Colo., Idaho., Mont., Nev., N. Mex., Utah, Wyo. - West North Central: Iowa, Kans., Minn., Mo., Nebr., N.Dak., S. Dak. - East North Central: Ill., Ind., Mich., Ohio, Wis. - Middle Atlantic: N.J., N.Y., Pa. - New England: Conn., Maine, Mass., N.H., R.I., Vt. - West South Central: Ark., La., Okla., Tex. - East South Central: Ala., Ky., Miss., Tenn. - South Atlantic: Del., D.C., Fla., Ga., Md., N.C., S.C., Va., W. Va.

<sup>2</sup> For institutions included in each category, see Table 20.

\* Sample too small to be meaningful.

NOTE: Figures have been rounded to the nearest \$10.

Table 13

Weighted Average Compensation Analyzed by Region<sup>1</sup>, Category<sup>2</sup>, and Academic Rank, 1970-71  
(9-Month Basis)

| Academic Rank | West     |           | North Central |               | North East      |             | South           |                 |                |
|---------------|----------|-----------|---------------|---------------|-----------------|-------------|-----------------|-----------------|----------------|
|               | Pacific  | Mountains | West Central  | North Central | Middle Atlantic | New England | West S. Central | East S. Central | South Atlantic |
| CATEGORY I    |          |           |               |               |                 |             |                 |                 |                |
| Professor     | \$22,530 | \$18,700  | \$20,360      | \$22,310      | \$24,070        | \$24,380    | \$19,550        | \$18,740        | \$21,010       |
| Associate     | 15,790   | 14,640    | 15,470        | 16,470        | 17,210          | 16,640      | 15,250          | 14,920          | 15,550         |
| Assistant     | 12,960   | 12,390    | 12,890        | 13,400        | 13,830          | 13,310      | 12,640          | 12,450          | 12,810         |
| Instructor    | 10,010   | 9,590     | 10,130        | 10,360        | 10,480          | 10,320      | 9,340           | 9,210           | 9,690          |
| CATEGORY IIA  |          |           |               |               |                 |             |                 |                 |                |
| Professor     | 19,190   | 17,200    | 16,930        | 19,090        | 21,420          | 19,650      | 16,000          | 16,380          | 17,190         |
| Associate     | 14,750   | 13,350    | 13,730        | 15,430        | 16,650          | 15,180      | 13,460          | 13,890          | 14,050         |
| Assistant     | 12,190   | 11,660    | 11,670        | 12,820        | 13,910          | 12,570      | 11,460          | 11,620          | 11,670         |
| Instructor    | 10,060   | 9,470     | 9,590         | 10,300        | 11,080          | 10,400      | 9,390           | 9,440           | 9,210          |
| CATEGORY IIB  |          |           |               |               |                 |             |                 |                 |                |
| Professor     | 18,780   | 15,220    | 16,200        | 17,320        | 18,300          | 15,760      | 14,400          | 14,790          | 15,960         |
| Associate     | 14,480   | 12,770    | 12,900        | 13,900        | 14,440          | 13,250      | 12,070          | 11,910          | 12,780         |
| Assistant     | 12,110   | 10,810    | 11,010        | 11,890        | 12,100          | 11,430      | 10,440          | 10,440          | 10,890         |
| Instructor    | 9,790    | 8,920     | 9,300         | 9,720         | 9,920           | 9,580       | 8,950           | 8,830           | 9,060          |
| CATEGORY III  |          |           |               |               |                 |             |                 |                 |                |
| Professor     | 17,440   | -         | 16,270        | 19,790        | 21,860          | 15,100      | 12,600          | *               | 15,050         |
| Associate     | 15,800   | -         | 14,470        | 16,590        | 17,170          | 12,750      | 11,610          | 10,810          | 13,350         |
| Assistant     | 13,370   | -         | 12,050        | 13,830        | 14,270          | 11,360      | 10,250          | 10,180          | 11,340         |
| Instructor    | 12,160   | -         | 9,870         | 11,290        | 12,000          | 9,580       | 9,260           | 9,150           | 9,350          |
| CATEGORY IV   |          |           |               |               |                 |             |                 |                 |                |
| One Rank Only | 14,760   | 12,500    | 11,730        | 14,420        | 14,430          | 11,120      | 10,040          | 10,690          | 11,330         |

<sup>1</sup> Regions and geographic divisions of the United States, Department of Commerce, Bureau of the Census. Pacific: Alaska, Calif., Hawaii, Oreg., Wash. - Mountains: Ariz., Colo., Idaho., Mont., Nev., N. Mex., Utah, Wyo. - West North Central: Iowa, Kans., Minn., Mo., Nebr., N.Dak., S. Dak. - East North Central: Ill., Ind., Mich., Ohio, Wis. - Middle Atlantic: N.J., N.Y., Pa. - New England: Conn., Maine, Mass., N.H., R.I., Vt. - West South Central: Ark., La., Okla., Tex. - East South Central: Ala., Ky., Miss., Tenn. - South Atlantic: Del., D.C., Fla., Ga., Md., N.C., S.C., Va., W. Va.

<sup>2</sup> For institutions included in each category, see Table 20.

\* Sample too small to be meaningful

NOTE: Figures have been rounded to the nearest \$10.



Table 14

43

1971-72 Projected Scales for Average Compensation,  
Salary Plus Fringe Benefits<sup>1</sup>  
(9-Month Basis)

|                     | 1*       | 1        | 2        | 3        | 4        |
|---------------------|----------|----------|----------|----------|----------|
| CATEGORY I          |          |          |          |          |          |
| Professor           | \$28,980 | \$26,440 | \$24,080 | \$21,930 | \$20,020 |
| Associate Professor | 19,650   | 18,570   | 17,530   | 16,830   | 15,960   |
| Assistant Professor | 15,790   | 14,840   | 14,410   | 13,860   | 13,350   |
| Instructor          | 12,620   | 11,740   | 11,040   | 10,490   | 10,160   |
| CATEGORY IIA        |          |          |          |          |          |
| Professor           | 24,450   | 21,780   | 19,830   | 18,090   | 16,840   |
| Associate Professor | 18,700   | 16,990   | 15,800   | 14,940   | 13,930   |
| Assistant Professor | 14,980   | 14,030   | 13,170   | 12,500   | 11,810   |
| Instructor          | 12,560   | 11,440   | 10,760   | 10,130   | 9,740    |
| CATEGORY IIB        |          |          |          |          |          |
| Professor           | 22,530   | 19,660   | 17,550   | 16,590   | 14,860   |
| Associate Professor | 17,250   | 15,620   | 14,490   | 13,510   | 12,750   |
| Assistant Professor | 14,310   | 12,940   | 12,170   | 11,630   | 11,000   |
| Instructor          | 11,870   | 10,690   | 10,240   | 9,820    | 9,370    |
| CATEGORY III        |          |          |          |          |          |
| Professor           | 27,850   | 21,550   | 19,190   | 17,030   | 15,280   |
| Associate Professor | 22,470   | 17,510   | 16,290   | 14,470   | 13,360   |
| Assistant Professor | 18,250   | 15,100   | 13,540   | 12,640   | 11,610   |
| Instructor          | 16,090   | 13,100   | 11,650   | 10,540   | 9,800    |
| CATEGORY IV         |          |          |          |          |          |
| Only One Rank       | 16,810   | 15,690   | 14,610   | 13,230   | 11,460   |

NOTE: Category I - includes institutions which offer the doctorate degree, and which conferred in the most recent three years an annual average of fifteen or more earned doctorates covering a minimum of three nonrelated disciplines.

Category IIA - includes institutions awarding degrees above the baccalaureate but not included in Category I.

Category IIB - includes institutions awarding only the baccalaureate or equivalent degree.

Category III - includes two-year institutions.

Category IV - includes institutions without academic ranks.

Interpretation of the Ratings:

\* = 95th percentile  
1 = 80th percentile  
2 = 60th percentile  
3 = 40th percentile  
4 = 20th percentile

Average compensations lower than the 20th percentile will be rated "5".

<sup>1</sup> The compensation figures for ratings 1, 2, 3, and 4 have been obtained by increasing the actual 1969-70 percentiles (80th, 60th, 40th and 20th respectively) by 7.5 percent compounded twice and therefore are different from the 2, 4, 6, and 8 ratings previously published. The former ratings had been obtained by a smoothing method (e.g., ninth decile plus seventh decile divided by two) which is longer utilized.



Table 15

1972-73 Projected Scales for Average Compensation,  
Salary Plus Fringe Benefits<sup>1</sup>  
(9-Month Basis)

|                     | 1*       | 1        | 2        | 3        | 4        |
|---------------------|----------|----------|----------|----------|----------|
| CATEGORY I          |          |          |          |          |          |
| Professor           | \$30,200 | \$27,450 | \$24,980 | \$23,290 | \$21,130 |
| Associate Professor | 20,900   | 19,470   | 18,150   | 17,490   | 15,790   |
| Assistant Professor | 16,730   | 15,630   | 14,830   | 14,420   | 13,150   |
| Instructor          | 13,260   | 12,280   | 11,510   | 10,980   | 10,490   |
| CATEGORY IIA        |          |          |          |          |          |
| Professor           | 25,310   | 22,360   | 20,650   | 18,800   | 17,530   |
| Associate Professor | 19,550   | 17,760   | 16,490   | 15,660   | 14,610   |
| Assistant Professor | 15,760   | 14,570   | 13,740   | 13,120   | 12,370   |
| Instructor          | 13,130   | 11,990   | 11,290   | 10,660   | 10,160   |
| CATEGORY IIB        |          |          |          |          |          |
| Professor           | 22,890   | 20,150   | 18,240   | 16,910   | 15,420   |
| Associate Professor | 17,880   | 16,150   | 14,970   | 13,960   | 12,040   |
| Assistant Professor | 14,820   | 13,400   | 12,700   | 11,940   | 10,600   |
| Instructor          | 12,390   | 11,250   | 10,620   | 10,150   | 9,090    |
| CATEGORY III        |          |          |          |          |          |
| Professor           | 28,700   | 21,790   | 19,660   | 18,740   | 16,120   |
| Associate Professor | 22,450   | 18,150   | 16,920   | 15,130   | 13,110   |
| Assistant Professor | 18,260   | 15,350   | 14,010   | 12,670   | 11,510   |
| Instructor          | 15,380   | 12,980   | 11,850   | 10,820   | 9,880    |
| CATEGORY IV         |          |          |          |          |          |
| Only One Rank       | 17,470   | 16,430   | 14,880   | 13,010   | 11,150   |

NOTE: Category I - includes institutions which offer the doctorate degree, and which conferred in the most recent three years an annual average of fifteen or more earned doctorates covering a minimum of three nonrelated disciplines.

Category IIA - includes institutions awarding degrees above the baccalaureate but not included in Category I.

Category IIB - includes institutions awarding only the baccalaureate or equivalent degree.

Category III - includes two-year institutions.

Category IV - includes institutions without academic ranks.

Interpretation of the Ratings:

- \* = 95th percentile
- 1 = 80th percentile
- 2 = 60th percentile
- 3 = 40th percentile
- 4 = 20th percentile

Average compensations lower than the 20th percentile will be rated "5".

<sup>1</sup> The ratings 1\*, 1, 2, 3, and 4 represent the 95th, 80th, 60th, 40th, and 20th percentiles respectively of the 1970-71 actual decile distribution of average compensations increased by 6.0 percent compounded twice.

Table 16

Percentage of Institutions with Increases in Average Salaries Less Than the Increase in the Consumer Price Index, and with an Increase Equal To or More Than the Increase in the Consumer Price Index for Those Institutions Submitting Comparable Data  
Both Years 1969-70 and 1970-71

(9-Month Basis)

| Academic Rank                 | Less Than CPI |        |              |                | Equal To Or More Than CPI |        |              |                |
|-------------------------------|---------------|--------|--------------|----------------|---------------------------|--------|--------------|----------------|
|                               | All Combined  | Public | Private Ind. | Church-Related | All Combined              | Public | Private Ind. | Church-Related |
| CATEGORY I                    |               |        |              |                |                           |        |              |                |
| Professor                     | 57.8%         | 58.0%  | 61.9%        | 41.7%          | 42.2%                     | 42.0%  | 38.1%        | 58.3%          |
| Associate                     | 57.0          | 58.0   | 61.9         | 33.3           | 43.0                      | 42.0   | 38.1         | 66.7           |
| Assistant                     | 55.6          | 64.2   | 45.2         | 33.3           | 44.4                      | 35.8   | 54.8         | 66.7           |
| Instructor                    | 52.3          | 60.0   | 45.0         | 50.0           | 47.7                      | 40.0   | 55.0         | 50.0           |
| All Ranks                     | 62.2          | 65.4   | 61.9         | 41.7           | 37.8                      | 34.6   | 38.1         | 58.3           |
| CATEGORY IIA                  |               |        |              |                |                           |        |              |                |
| Professor                     | 52.4          | 60.5   | 43.8         | 44.1           | 47.6                      | 39.5   | 56.2         | 55.9           |
| Associate                     | 54.1          | 63.7   | 43.3         | 44.9           | 45.9                      | 36.3   | 56.7         | 55.1           |
| Assistant                     | 55.6          | 65.1   | 34.7         | 45.8           | 44.4                      | 34.9   | 65.3         | 54.2           |
| Instructor                    | 53.7          | 62.3   | 42.7         | 46.6           | 46.3                      | 37.7   | 57.3         | 53.4           |
| All Ranks                     | 55.0          | 65.1   | 40.0         | 47.9           | 45.0                      | 34.9   | 60.0         | 52.1           |
| CATEGORY IIB                  |               |        |              |                |                           |        |              |                |
| Professor                     | 49.4          | 65.3   | 50.0         | 46.4           | 50.6                      | 34.7   | 50.0         | 53.6           |
| Associate                     | 54.7          | 66.0   | 56.3         | 51.8           | 45.3                      | 34.0   | 43.7         | 48.2           |
| Assistant                     | 53.8          | 66.0   | 62.5         | 49.1           | 46.2                      | 34.0   | 37.5         | 50.9           |
| Instructor                    | 55.9          | 70.0   | 62.5         | 50.7           | 44.1                      | 30.0   | 37.5         | 49.3           |
| All Ranks                     | 52.5          | 62.0   | 62.5         | 48.2           | 47.5                      | 37.0   | 37.5         | 51.8           |
| CATEGORY III                  |               |        |              |                |                           |        |              |                |
| Professor                     | 50.0          | 51.9   | 25.0         | --             | 50.0                      | 48.1   | 75.0         | --             |
| Associate                     | 47.1          | 49.1   | 22.2         | --             | 52.9                      | 50.9   | 77.8         | --             |
| Assistant                     | 33.8          | 35.1   | 22.2         | --             | 66.2                      | 64.9   | 77.8         | --             |
| Instructor                    | 45.6          | 43.9   | 44.4         | --             | 54.4                      | 56.1   | 55.6         | --             |
| All Ranks                     | 44.1          | 45.6   | 22.2         | --             | 55.9                      | 54.4   | 77.8         | --             |
| CATEGORY IV                   |               |        |              |                |                           |        |              |                |
| One Rank Only                 | 30.3          | 28.0   | 50.9         | --             | 69.7                      | 72.0   | 49.1         | 100.0          |
| ALL CATEGORIES (EXCLUDING IV) |               |        |              |                |                           |        |              |                |
| Professor                     | 52.2          | 59.4   | 48.7         | 45.8           | 47.8                      | 40.6   | 51.3         | 54.2           |
| Associate                     | 54.2          | 60.8   | 49.7         | 49.1           | 45.8                      | 39.2   | 50.3         | 50.9           |
| Assistant                     | 53.4          | 60.8   | 48.7         | 47.4           | 46.6                      | 39.2   | 51.3         | 52.6           |
| Instructor                    | 56.0          | 63.4   | 51.6         | 49.6           | 44.0                      | 36.6   | 48.4         | 50.4           |
| All Ranks                     | 56.5          | 65.5   | 52.9         | 48.2           | 43.5                      | 34.5   | 47.1         | 51.8           |

Table 17

Percentage of Institutions with Increases in Average Salaries for Faculty on Staff Both Years (1969-70 and 1970-71) less than the Increase in the Consumer Price Index and with an Increase Equal To or More Than the Increase in the Consumer Price Index

(9-Month Basis)

| Academic Rank                 | Less Than CPI |        |              |                | Equal To Or More Than CPI |        |              |                |
|-------------------------------|---------------|--------|--------------|----------------|---------------------------|--------|--------------|----------------|
|                               | All Combined  | Public | Private Ind. | Church-Related | All Combined              | Public | Private Ind. | Church-Related |
| CATEGORY I                    |               |        |              |                |                           |        |              |                |
| Professor                     | 34.5%         | 36.8%  | 36.8%        | 10.0%          | 65.5%                     | 63.2%  | 63.2%        | 90.0%          |
| Associate                     | 19.8          | 29.4   | 10.5         | 0.0            | 80.2                      | 60.6   | 89.5         | 100.0          |
| Assistant                     | 16.4          | 22.1   | 10.5         | 0.0            | 83.6                      | 67.9   | 89.5         | 100.0          |
| Instructor                    | 19.6          | 23.9   | 14.3         | 10.0           | 80.4                      | 66.1   | 85.7         | 90.0           |
| All Ranks                     | 26.7          | 14.7   | 23.7         | 0.0            | 73.3                      | 85.3   | 76.3         | 100.0          |
| CATEGORY IIA                  |               |        |              |                |                           |        |              |                |
| Professor                     | 30.1          | 38.1   | 20.4         | 25.4           | 69.9                      | 61.9   | 79.6         | 74.6           |
| Associate                     | 23.3          | 24.9   | 11.1         | 17.3           | 76.7                      | 75.1   | 88.9         | 82.7           |
| Assistant                     | 20.5          | 29.6   | 9.1          | 15.3           | 79.5                      | 70.4   | 90.9         | 84.7           |
| Instructor                    | 22.8          | 31.4   | 12.2         | 18.5           | 77.2                      | 68.6   | 87.8         | 81.5           |
| All Ranks                     | 21.4          | 25.6   | 9.0          | 16.3           | 78.6                      | 74.4   | 91.0         | 83.7           |
| CATEGORY IIB                  |               |        |              |                |                           |        |              |                |
| Professor                     | 39.2          | 48.2   | 42.4         | 36.3           | 60.8                      | 51.8   | 57.6         | 63.7           |
| Associate                     | 31.6          | 50.0   | 27.1         | 28.4           | 68.4                      | 50.0   | 72.9         | 71.6           |
| Assistant                     | 25.2          | 39.7   | 25.4         | 21.8           | 74.8                      | 60.3   | 74.6         | 78.2           |
| Instructor                    | 25.8          | 46.6   | 25.4         | 21.0           | 74.2                      | 53.4   | 74.6         | 79.0           |
| All Ranks                     | 35.2          | 41.3   | 22.0         | 23.8           | 64.8                      | 58.7   | 78.0         | 76.2           |
| CATEGORY III                  |               |        |              |                |                           |        |              |                |
| Professor                     | 28.6          | 28.0   | 30.8         | --             | 71.4                      | 72.0   | 69.2         | --             |
| Associate                     | 26.4          | 25.7   | 25.0         | --             | 73.6                      | 74.3   | 75.0         | --             |
| Assistant                     | 19.4          | 19.0   | 16.7         | --             | 80.6                      | 81.0   | 83.3         | --             |
| Instructor                    | 18.8          | 17.3   | 16.7         | --             | 81.2                      | 82.7   | 83.3         | --             |
| All Ranks                     | 17.1          | 16.7   | 11.1         | --             | 82.9                      | 83.3   | 88.9         | --             |
| CATEGORY IV                   |               |        |              |                |                           |        |              |                |
| One Rank Only                 | 18.8          | 15.5   | 26.1         | 31.3           | 81.2                      | 84.5   | 73.9         | 68.7           |
| ALL CATEGORIES (EXCLUDING IV) |               |        |              |                |                           |        |              |                |
| Professor                     | 33.7          | 37.2   | 30.3         | 31.8           | 66.3                      | 62.8   | 69.7         | 68.2           |
| Associate                     | 24.6          | 35.4   | 16.5         | 24.2           | 75.4                      | 64.6   | 83.5         | 75.8           |
| Assistant                     | 21.6          | 27.2   | 14.5         | 19.3           | 78.4                      | 72.8   | 85.5         | 80.7           |
| Instructor                    | 25.9          | 32.9   | 19.5         | 21.6           | 74.1                      | 67.1   | 80.5         | 19.5           |
| All Ranks                     | 25.9          | 32.3   | 18.1         | 22.1           | 74.1                      | 67.7   | 77.9         | 22.1           |

Table 18

Relatives Showing Trends in Number of Full-Time  
Faculty Members<sup>1</sup> and Full-Time Students  
and in Students/Faculty Ratios  
(1957=100)<sup>2</sup>

| Year | Relatives of<br>Full-Time<br>Faculty<br>Members | Relatives of<br>Full-Time<br>Students | Relatives of<br>Student/<br>Faculty<br>Ratios |
|------|-------------------------------------------------|---------------------------------------|-----------------------------------------------|
| 1957 | 100.0                                           | 100.0                                 | 100.0                                         |
| 1959 | 106.0                                           | 110.8                                 | 104.5                                         |
| 1961 | 115.6                                           | 126.7                                 | 109.6                                         |
| 1963 | 132.2                                           | 147.5                                 | 111.6                                         |
| 1965 | 161.3                                           | 181.4                                 | 112.1                                         |
| 1967 | 193.3                                           | 210.2                                 | 108.5                                         |
| 1968 | 205.7                                           | 227.3                                 | 110.6                                         |
| 1969 | 214.2                                           | 239.5                                 | 112.1                                         |
| 1970 | 219.4                                           | 249.7                                 | 113.6                                         |

<sup>1</sup> Number of Full-time faculty members and full-time students taken from  
"Projections of Educ. Statistics, 1979-80."

<sup>2</sup> Relatives calculated using 1957 as a base.

<sup>3</sup> Estimated figures.



Table 19

Relatives Showing Trends in Average Salaries

Relatives Showing Trends in Average Salaries All Ranks Combined  
in the 36 Biennial-Survey Institutions<sup>1</sup> in Per Capita  
Personal Incomes, in the Consumer Price Index<sup>2</sup>  
1957-1970 and the Average Increase in  
Real Salary Levels Since 1959  
(1957=100)<sup>3</sup>

| Year | Relatives of<br>Consumer<br>Price Index | Relatives of<br>Per Capita<br>Personal<br>Incomes | Relatives of<br>Average<br>Salaries for<br>36 Biennial<br>Survey<br>Institutions | Average<br>Annual<br>Increase<br>in Index<br>of Real<br>Salary<br>Levels |
|------|-----------------------------------------|---------------------------------------------------|----------------------------------------------------------------------------------|--------------------------------------------------------------------------|
| 1957 | 100.0                                   | 100.0                                             | 100.0                                                                            | -                                                                        |
| 1959 | 103.6                                   | 105.7                                             | 111.6                                                                            | 4.0                                                                      |
| 1961 | 106.3                                   | 110.7                                             | 124.7                                                                            | 4.6                                                                      |
| 1963 | 108.9                                   | 120.1                                             | 137.2                                                                            | 3.8                                                                      |
| 1965 | 112.1                                   | 135.2                                             | 152.6                                                                            | 4.1                                                                      |
| 1967 | 118.7                                   | 154.6                                             | 171.7                                                                            | 3.4                                                                      |
| 1968 | 123.7                                   | 167.5                                             | 181.3                                                                            | 1.4                                                                      |
| 1969 | 130.3                                   | 180.3                                             | 193.0                                                                            | 1.0                                                                      |
| 1970 | 138.1                                   | 190.7                                             | 203.5                                                                            | -0.6                                                                     |

<sup>1</sup> Statistics for the 36 Biennial-Survey Institutions are calculated from data in this report and published in the AAUP Bulletin, Winter issue, 1961, Spring issue, 1962, and Summer issues, 1964, 1966 and 1968.

<sup>2</sup> Data for the Consumer Price Index obtained from the U.S. Bureau of Statistics.

<sup>3</sup> Relatives calculated using 1957 as a base.

Table 20

Number of Institutions Submitting Data for  
the 1970-71 Compensation Survey, by  
Type of Control and Category

| Category | Combined   | Public     | Private<br>Ind. | Church-<br>Related |
|----------|------------|------------|-----------------|--------------------|
| I        | 146        | 87         | 45              | 14                 |
| IIA      | 484        | 238        | 106             | 140                |
| IIB      | 388        | 69         | 61              | 258                |
| III      | 143        | 118        | 19              | 6                  |
| IV       | <u>184</u> | <u>142</u> | <u>25</u>       | <u>17</u>          |
| Total    | 1345       | 654        | 256             | 435                |

In addition 22 reports submitted for medical schools.

Table 21

Institutions With Highest Compensations  
For Full-Time Student-Equivalent,  
1970-71

(Listed in Descending Order)

|                                        |                             |
|----------------------------------------|-----------------------------|
| California Institute of Technology     | Yale University             |
| CUNY - Graduate Division               | Claremont Graduate School   |
| California Institute of the Arts       | Williams College            |
| Wesleyan University                    | Hebrew Union College (Ohio) |
| Massachusetts Institute of Technology  | Haverford College           |
| Yeshiva University - Graduate Division | Wilson College              |
| Princeton University                   | University of Rochester     |
| University of Chicago                  | Johns Hopkins University    |
| Harvey Mudd College                    | Swarthmore College          |
| Amherst College                        | Brandeis University         |
| Sarah Lawrence College                 | Rice University             |

## APPENDIX I

INSTITUTIONS WITH PROFESSORIAL RANKS  
SUBMITTING DATA FOR 1970-71

Rating of Average Compensations are based upon the 1970-71 projected scales. For explanations see column (3).

Compensation includes salary (adjusted to a nine-month basis, when necessary) plus countable fringe benefits. Where faculty members are given duties for eleven or twelve months, salaries are converted to a nine-month basis by applying a conversion factor of 9/11 or by the official conversion factor used in a publicly announced formula.

Fringe benefits, in general, include only those where the institution makes a definitive payment of a specified amount on behalf of and for the benefit of the individual faculty member. The major benefits are contributions by the institution (1) to Federal Old Age, Survivors, and Disability Insurance (because of the pending status of the Social Security Amendment Act, FICA payments have been calculated at 5.2 percent of the first \$9,000 of salary); (2) to retirement programs to the extent that these benefits become vested in the faculty member in five years or less; (3) for life insurance, hospital, and medical insurance and disability income protection; (4) for workmen's compensation; (5) unemployment compensation taxes; (6) for housing allowances or for housing only if an equivalent cash benefit is available to all faculty members who prefer to live in houses other than those provided by the institution; (7) for tuition of faculty children only if the institution arranges for cash assistance for all children of faculty members, regardless of the institution they attend (the institution's total contribution is considered to be the maximum annual cash allowance made available per student multiplied by the number of faculty children attending college). Because of the difficulties involved in determining their value, benefits in kind are not included. Since the objective of the survey is the measurement of income available for personal consumption, as distinct from professional purposes, benefits of a professional nature (such as convention travel, membership fees, grading assistance, faculty clubs, etc.) are not included.

## Explanation of Statistical Data

Col. (1) PNA (Publication not authorized) or a footnote. In this preliminary report, the footnotes are not listed but they will be inserted for the final report.

Col. (2) V - Indicates that the institution has a retirement plan in which its contribution is vested in the faculty member in five years or less.

Col. (3) Institution's category - Category I includes institutions which offer the doctorate degree, and which conferred in the most recent three years an annual average of fifteen or more earned doctorates covering a minimum of three nonrelated disciplines. Category II includes institutions granting the baccalaureate degree or higher, but not included in Category I. Category III includes two-year institutions.

Col. (4) Ratings of Average Compensation by Rank indicates the rating of average compensation, as based upon the AAUP Average Compensation Projected Scales for 1970-71 in order of Professor, Associate Professor, Assistant Professor, and Instructor.

Col. (5) Number of full-time faculty members by rank, 1970-71.

## APPENDIX I - CONTINUED

Col. (6) Average Compensation, by Rank, includes salary plus countable fringe benefits (salaries have been adjusted to nine-month basis, where necessary). The figure has been rounded to the nearest hundred dollars; an entry of 17,6 would stand for an average compensation between \$17,550 and \$17,649.

Col. (7) Fringe Benefits as Percent of Average Salary

Col. (8) Actual Percentage Increase in Salary. This represents the increase in salary for faculty on staff both years.

Col. (9) Announced Minimum Salary (rounded to the nearest hundred dollars). The asterisk indicates that some individuals received less than the announced minimum salary in that rank.

Col. (10) Salary Distributions (all ranks combined). These figures represent the salary quartiles of the distribution of faculty salaries for the institution as a whole.

Col. (11) Full-time Faculty Compensation per Student-Equivalent is determined by number of full-time student-equivalents. Because of the diversity of situations no attempt has been made to standardize the concept of "full-time student-equivalent"; each institution has applied its own definition. In the case of some public institutions the standards used for the AAUP report may not be those used for budgetary purposes and hence statistics may differ from those appearing in official state reports. In view of the diversity of standards for full-time student-equivalents and the great variety in the types and functions of the institutions included in the tabulations, extreme caution should be used in making comparisons.

Statistical Note: It must be pointed out that average compensations are likely to be affected by a number of peripheral influences. For example, an institution may use a high proportion of part-time graduate assistants whose compensations are not included in the average figures for full-time faculty. Figures for these institutions, therefore, overstate the typical remuneration of those who carry the teaching burden. Average figures for small colleges may also be influenced by the fact that in any given year a relatively large number of their higher paid faculty members may be on leave without pay.

In addition, actual improvements in the economic well-being of the faculty may be concealed in any given year by promotions, for they may exercise a double-edged effect upon the average compensations reported in both the higher and the lower rank. Unfortunately, we have found no feasible way to make appropriate adjustments for these occurrences and can only caution the reader to keep these peripheral influences in mind as he uses the report.



| NAME OF INSTITUTION       | (1)<br>NOTES | (2)<br>RET. | (3)<br>INST.<br>CATE-<br>GORY | (4)<br>RATING OF<br>AVERAGE COMPENSATION<br>BY RANK |      |      |       | (5)<br>NUMBER OF FULL-TIME<br>FACULTY MEMBERS BY RANK |      |      |       | (6)<br>AVERAGE COMPENSATION<br>BY RANK<br>(NEAREST HUNDRED) |      |      |       |
|---------------------------|--------------|-------------|-------------------------------|-----------------------------------------------------|------|------|-------|-------------------------------------------------------|------|------|-------|-------------------------------------------------------------|------|------|-------|
|                           |              |             |                               | PROP                                                | ASSO | ASST | INSTR | PROF                                                  | ASSO | ASST | INSTR | PROF                                                        | ASSO | ASST | INSTR |
|                           |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| ALABAMA                   |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| ATHENS COLLEGE            | V            |             | II                            | 10                                                  | 10   | 10   | --    | 9                                                     | 17   | 16   | 3     | 12,7                                                        | 10,3 | 8,8  | ----  |
| AUBURN UNIVERSITY         | V            |             | I                             | 10                                                  | 10   | 10   | 10    | 219                                                   | 206  | 275  | 146   | 17,1                                                        | 14,1 | 11,9 | 9,1   |
| BIRMINGHAM-SOUTHERN COLL  | V            |             | II                            | 8                                                   | 9    | 8    | --    | 27                                                    | 16   | 36   | 3     | 15,7                                                        | 12,3 | 10,8 | ----  |
| FLORENCE STATE UNIV       |              |             | II                            | 10                                                  | 10   | 10   | 8     | 32                                                    | 21   | 64   | 23    | 13,5                                                        | 11,0 | 10,1 | 9,1   |
| HUNTINGDON COLLEGE        | PNA          | V           | II                            |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| JUDSON COLLEGE            | V            |             | II                            | --                                                  | --   | 8    | --    | 3                                                     | 4    | 15   | 2     | ----                                                        | ---- | 10,8 | ----  |
| STILLMAN COLLEGE          | V            |             | II                            | --                                                  | 9    | 9    | 9     | 4                                                     | 12   | 13   | 14    | ----                                                        | 11,9 | 10,4 | 8,8   |
| TALLADEGA COLLEGE         | V            |             | II                            | 10                                                  | 10   | 10   | 10    | 12                                                    | 11   | 15   | 14    | 12,0                                                        | 10,0 | 9,7  | 8,3   |
| TUSKEGEE INSTITUTE        | V            |             | II                            | 5                                                   | 5    | 5    | 7     | 20                                                    | 44   | 79   | 97    | 17,3                                                        | 14,4 | 11,9 | 9,4   |
| UNIVERSITY OF ALABAMA     | V            |             | I                             | 10                                                  | 10   | 10   | 10    | 178                                                   | 143  | 113  | 56    | 17,4                                                        | 14,2 | 12,1 | 8,8   |
| UNIV OF ALA IN BIRMINGHAM | V            |             | II                            | 4                                                   | 3    | 3    | 10    | 27                                                    | 27   | 52   | 35    | 18,8                                                        | 15,5 | 12,7 | 8,6   |
| UNV OF ALABAMA HUNTSVILLE | V            |             | II                            | 4                                                   | 4    | 3    | 5     | 23                                                    | 16   | 31   | 22    | 18,2                                                        | 15,0 | 12,8 | 9,9   |
| UNIVERSITY OF MONTEVALLO  | V            |             | II                            | 9                                                   | 10   | 10   | 9     | 24                                                    | 38   | 34   | 7     | 14,5                                                        | 11,3 | 9,9  | 8,7   |
| UNIV OF SOUTH ALABAMA     | V            |             | II                            | 8                                                   | 7    | 6    | 6     | 37                                                    | 39   | 68   | 67    | 15,5                                                        | 13,2 | 11,6 | 9,7   |
| ALASKA                    |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| UNIV OF ALASKA            |              |             | II                            | 1                                                   | 1    | 1    | 1     | 30                                                    | 54   | 79   | 21    | 22,1                                                        | 19,4 | 14,0 | 12,3  |
| ARIZONA                   |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| ARIZONA STATE UNIVERSITY  | V            |             | I                             | 9                                                   | 9    | 8    | 8     | 284                                                   | 256  | 257  | 51    | 18,8                                                        | 14,9 | 12,7 | 9,8   |
| GRAND CANYON COLLEGE      | V            |             | II                            | 10                                                  | 10   | 10   | --    | 6                                                     | 12   | 7    | 4     | 11,2                                                        | 9,4  | 8,6  | ----  |
| NORTHERN ARIZONA UNIV     | V            |             | II                            | 4                                                   | 2    | 2    | 2     | 66                                                    | 94   | 157  | 63    | 14,7                                                        | 10,0 | 13,2 | 10,7  |
| PRESCOTT COLLEGE          | V            |             | II                            | 6                                                   | 4    | 5    | --    | 12                                                    | 8    | 11   | 5     | 16,6                                                        | 14,6 | 11,9 | ----  |
| THUNDERBOLT GRAD SCHOOL   |              |             | II                            | 10                                                  | 10   | 10   | 10    | 10                                                    | 10   | 15   | 9     | 12,9                                                        | 10,8 | 9,1  | 7,6   |
| UNIVERSITY OF ARIZONA     | V            |             | I                             |                                                     |      |      |       | 495                                                   | 280  | 254  | 76    | 18,9                                                        | 14,7 | 12,6 | 9,5   |
| ARKANSAS                  |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| ARKANSAS A&M COLLEGE      | V            |             | II                            | 10                                                  | 10   | 10   | 10    | 19                                                    | 2    | 24   | 25    | 13,4                                                        | 10,8 | 9,3  | 8,5   |
| ARKANSAS COLLEGE          | V            |             | II                            | --                                                  | 10   | 10   | --    | 3                                                     | 16   | 13   |       | ----                                                        | 11,6 | 9,5  | ----  |
| ARKANSAS POLYTECHNIC COLL | V            |             | II                            | 10                                                  | 9    | 9    | 8     | 7                                                     | 30   | 47   | 22    | 13,4                                                        | 12,2 | 10,3 | 9,2   |
| ARKANSAS STATE UNIV       | V            |             | II                            | 7                                                   | 7    | 6    | 9     | 38                                                    | 68   | 59   | 96    | 16,0                                                        | 13,5 | 11,6 | 8,9   |
| COLLEGE OF THE OZARKS     |              |             | II                            | 10                                                  | 10   | 10   | --    | 8                                                     | 10   | 10   | 2     | 10,4                                                        | 9,2  | 8,3  | ----  |
| HENDERSON STATE COLLEGE   | V            |             | II                            | 9                                                   | 8    | 9    | 9     | 22                                                    | 42   | 42   | 34    | 14,4                                                        | 12,5 | 10,6 | 8,8   |
| HENDRIX COLLEGE           | V            |             | II                            | 6                                                   | 6    | 9    | --    | 14                                                    | 23   | 9    | 3     | 16,7                                                        | 13,7 | 10,6 | ----  |
| SOUTHERN STATE COLLEGE    | V            |             | II                            | 10                                                  | 9    | 10   | 9     | 16                                                    | 28   | 44   | 20    | 11,5                                                        | 11,8 | 10,3 | 8,9   |
| STATE COLL OF ARKANSAS    | V            |             | II                            | 9                                                   | 9    | 8    | 9     | 42                                                    | 25   | 55   | 52    | 14,1                                                        | 12,0 | 10,9 | 8,8   |
| UNIVERSITY OF ARKANSAS    | V            |             | I                             | 10                                                  | 10   | 10   | 10    | 215                                                   | 151  | 242  | 70    | 17,3                                                        | 14,6 | 11,9 | 9,4   |
| UNIV OF ARK LITTLE ROCK   | V            |             | II                            | 7                                                   | 6    | 8    | 8     | 13                                                    | 16   | 70   | 22    | 16,3                                                        | 13,9 | 10,9 | 9,0   |
| CALIFORNIA                |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| AZUSA PACIFIC COLLEGE     | V            |             | II                            | 10                                                  | 10   | 10   | 10    | 11                                                    | 20   | 11   | 7     | 12,1                                                        | 10,6 | 9,2  | 8,1   |
| BAKERSFIELD COLLEGE       | V            |             | III                           | 4                                                   | 5    | 5    | 5     | 54                                                    | 78   | 53   | 25    | 17,7                                                        | 15,3 | 12,3 | 10,8  |
| BETHANY BIBLE COLLEGE     | V            |             | II                            | --                                                  | --   | --   | --    | 3                                                     | 5    | 5    | 5     | ----                                                        | ---- | ---- | ----  |
| BIOLA COLLEGE             | V            |             | II                            | 9                                                   | 10   | 10   | 10    | 15                                                    | 21   | 28   | 15    | 13,8                                                        | 11,3 | 9,8  | 8,5   |
| CALIF BAPTIST COLLEGE     | V            |             | II                            | 10                                                  | 10   | --   | --    | 10                                                    | 11   | 4    | 2     | 10,2                                                        | 9,4  | ---- | ----  |
| CALIF INST OF TECHNOLOGY  | V            |             | I                             | 1                                                   | 4    | 3    | 5     | 152                                                   | 45   | 33   | 7     | 26,0                                                        | 17,0 | 13,9 | 10,3  |
| CALIF LUTHERAN COLLEGE    | V            |             | II                            | 8                                                   | 7    | 6    | 9     | 12                                                    | 22   | 29   | 9     | 15,3                                                        | 13,2 | 11,6 | 8,9   |
| CSS- BAKERSFIELD          | V            |             | II                            | 3                                                   | 3    | 6    | --    | 20                                                    | 17   | 24   | 1     | 14,4                                                        | 15,2 | 11,6 | ----  |
| CSS-DOMINGUEZ HILLS       | V            |             | II                            | 3                                                   | 4    | 4    | --    | 12                                                    | 32   | 92   | 2     | 13,7                                                        | 15,0 | 12,2 | ----  |
| CSS-FRESNO                | V            |             | II                            | 3                                                   | 5    | 4    | 3     | 228                                                   | 251  | 260  | 7     | 14,5                                                        | 11,6 | 12,3 | 10,3  |
| CSS-FULLERTON             | V            |             | II                            | 3                                                   | 3    | 3    | 1     | 110                                                   | 166  | 256  | 15    | 14,8                                                        | 15,3 | 12,6 | 11,4  |
| CSS-HAYWARD               | V            |             | II                            | 4                                                   | 4    | 4    | 1     | 108                                                   | 145  | 213  | 23    | 14,2                                                        | 15,1 | 12,2 | 11,0  |
| CSS- LONG BEACH           | V            |             | II                            | 3                                                   | 4    | 4    | 3     | 321                                                   | 294  | 401  | 31    | 14,9                                                        | 15,1 | 12,3 | 10,6  |
| CSS-LOS ANGELES           | V            |             | II                            | 3                                                   | 3    | 4    | 2     | 296                                                   | 206  | 412  | 21    | 14,9                                                        | 15,1 | 12,4 | 10,4  |
| CSS-SAN BERNARDINO        | V            |             | II                            | 3                                                   | 4    | 4    | --    | 20                                                    | 19   | 73   | 3     | 14,8                                                        | 15,1 | 12,3 | ----  |
| CSS-KELLOGG-VOORHIS       | V            |             | II                            | 4                                                   | 3    | 5    | 2     | 94                                                    | 134  | 217  | 7     | 14,3                                                        | 15,2 | 11,9 | 11,0  |
| CSS-SAN LUIS OBISPO       | V            |             | II                            | 3                                                   | 3    | 5    | 4     | 149                                                   | 212  | 351  | 17    | 14,9                                                        | 15,2 | 12,2 | 10,1  |
| CSS-CHICO                 | V            |             | II                            | 3                                                   | 4    | 4    | 2     | 137                                                   | 157  | 253  | 11    | 14,9                                                        | 14,7 | 12,3 | 11,0  |
| CSS-HUMBOLDT              | V            |             | II                            | 3                                                   | 4    | 5    | 2     | 83                                                    | 77   | 170  | 24    | 14,8                                                        | 14,9 | 12,2 | 10,9  |
| CSS- SACRAMENTO           | V            |             | II                            | 3                                                   | 4    | 4    | 1     | 244                                                   | 234  | 244  | 24    | 14,8                                                        | 14,7 | 12,5 | 11,0  |
| CSS-SAN DIEGO             | V            |             | II                            | 3                                                   | 5    | 3    | 2     | 368                                                   | 237  | 436  | 16    | 14,9                                                        | 14,5 | 12,7 | 11,0  |
| CSS- SAN FERNANDO VALLEY  | V            |             | II                            | 3                                                   | 4    | 4    | 2     | 232                                                   | 194  | 397  | 65    | 14,2                                                        | 14,7 | 12,4 | 10,9  |
| CSS-SAN FRANCISCO         | V            |             | II                            | 3                                                   | 3    | 4    | 1     | 355                                                   | 262  | 244  | 45    | 20,0                                                        | 15,2 | 12,8 | 11,3  |
| CSS- SAN JOSE             | V            |             | II                            | 3                                                   | 4    | 4    | 2     | 455                                                   | 262  | 324  | 18    | 14,9                                                        | 14,9 | 12,4 | 10,8  |
| CSS-SONOMA                | V            |             | II                            | 3                                                   | 4    | 5    | --    | 34                                                    | 72   | 143  | 4     | 14,6                                                        | 14,9 | 12,0 | ----  |
| CSS-STANISLAUS            | V            |             | II                            | 3                                                   | 4    | 5    | --    | 31                                                    | 41   | 67   | 2     | 14,3                                                        | 14,7 | 12,1 | ----  |
| CHAFFEY CMTY COLLEGE      | V            |             | III                           | 5                                                   | 3    | 5    |       | 41                                                    | 51   | 22   |       | 16,8                                                        | 15,0 | 12,7 |       |
| CHAPMAN COLLEGE           | V            |             | II                            | 4                                                   | 5    | 7    | 6     | 13                                                    | 29   | 39   | 17    | 14,1                                                        | 14,3 | 11,3 | 9,6   |
| CLAREMONT MEN'S COLLEGE   | V            |             | II                            | 2                                                   | 3    | 3    | 1     | 18                                                    | 18   | 21   | 9     | 20,6                                                        | 15,1 | 12,7 | 11,3  |
| CLAREMONT GRADUATE SCHOOL | V            |             | I                             | 1                                                   | 2    | --   | --    | 32                                                    | 11   | 5    |       | 26,0                                                        | 18,0 | ---- | ----  |
| COLL OF NOTRE DAME        | PNA          |             | I                             |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| COMPTON COLLEGE           | V            |             | III                           | 5                                                   | 4    | 2    | 3     | 25                                                    | 14   | 21   | 21    | 16,9                                                        | 15,6 | 14,6 | 12,1  |
| GOLDEN GATE BAP THEOL SEM | V            |             | II                            | 10                                                  | --   | --   | --    | 7                                                     | 4    | 3    |       | 12,2                                                        | ---- | ---- | ----  |
| GOLDEN GATE COLLEGE       | V            |             | II                            |                                                     | 7    | --   | --    |                                                       | 9    | 2    | 5     |                                                             | 13,4 | ---- | ----  |
| HARVEY MUDD COLLEGE       | V            |             | II                            | 2                                                   | 3    | 3    | --    | 17                                                    | 18   | 17   | 2     | 21,4                                                        | 15,4 | 12,7 | ----  |
| IMMACULATE HEART COLLEGE  | V            |             | II                            | 6                                                   | 6    | 7    | 7     | 11                                                    | 18   | 19   | 6     | 16,6                                                        | 13,7 | 11,2 | 9,4   |
| LA VERNE COLLEGE          | V            |             | II                            | 9                                                   | 10   | 9    | --    | 8                                                     | 19   | 15   | 1     | 14,1                                                        | 11,6 | 10,4 | ----  |
| LOME MOUNTAIN COLLEGE     | V            |             | II                            | 6                                                   | 9    | 9    | 10    | 7                                                     | 7    | 19   | 11    | 16,6                                                        | 12,4 | 10,6 | 8,5   |
| LOYOLA UNIV LOS ANGELES   | V            |             | II                            | 4                                                   | 5    | 7    | 6     | 33                                                    | 41   | 52   | 6     | 18,3                                                        | 14,3 | 11,4 | 9,6   |
| MARYMOUNT COLLEGE         | V            |             | II                            | --                                                  | --   | 10   | 10    | 2                                                     | 4    | 20   | 13    | ----                                                        | ---- | 9,8  | 8,3   |
| MILLS COLLEGE             | V            |             | II                            | 3                                                   | 4    | 3    | 4     | 20                                                    | 13   | 20   | 10    | 19,6                                                        | 15,1 | 12,9 | 10,2  |
| MOUNT ST MARY'S COLLEGE   | V            |             | II                            | 9                                                   | --   | 10   | 10    | 7                                                     | 3    | 11   | 11    | 14,7                                                        | ---- | 9,9  | 8,2   |
| NAVAL POSTGRADUATE SCHOOL |              |             | II                            | 1                                                   | 1    | 1    |       | 85                                                    | 89   | 66   |       | 23,3                                                        | 17,8 | 14,0 |       |
| OCCIDENTAL COLLEGE        | V            |             | II                            | 3                                                   | 2    | 3    | 2     | 37                                                    | 23   | 28   | 20    | 20,1                                                        | 16,0 | 12,7 | 10,8  |
| OHIO COLLEGE              | V            |             | III                           | --                                                  | 5    | 3    | 3     | 1                                                     | 12   | 14   | 14    | ----                                                        | 15,3 | 13,5 | 11,6  |
| ORANGE COAST COLLEGE      | V            |             | III                           | 3                                                   | 3    | 1    | 1     | 28                                                    | 56   | 54   | 77    | 18,8                                                        | 16,9 | 15,4 | 13,3  |
| OTIS ART INST OF L A CO   |              |             | II                            | 8                                                   | --   | --   | --    | 6                                                     | 4    | 5    | 2     | 15,7                                                        | ---- | ---- | ----  |
| PACIFIC UNION COLLEGE     |              |             | II                            | 10                                                  | 10   | 10   | 10    | 24                                                    | 29   | 32   | 22    | 9,9                                                         | 9,1  | 8,4  | 7,5   |
| PEPPERDINE COLLEGE        | V            |             | II                            | 9                                                   | 10   | 10   | 10    | 32                                                    | 15   | 28   | 18    | 13,8                                                        | 11,7 | 9,8  | 7,4   |
| PITZER COLLEGE            | V            |             | II                            | --                                                  | 3    | 5    | 3     | 4                                                     | 8    | 24   | 9     | ----                                                        | 15,2 | 12,2 | 10,4  |
| POMONA COLLEGE            | V            |             | II                            | 2                                                   | 2    | 3    | 1     | 34                                                    | 28   | 41   | 10    | 21,4                                                        | 16,2 | 12,7 | 11,0  |
| SAINT MARY'S OF CALIF     | V            |             | II                            | 3                                                   | 3    | 5    | 4     | 8                                                     | 13   | 27   | 8     | 14,8                                                        | 15,8 | 12,1 | 10,1  |
| SANTA BARBARA CITY COLL   | V            |             | III                           | 5                                                   | 3    | 2    | 2     | 13                                                    | 24   | 34   | 37    | 17,3                                                        | 16,4 | 14,4 | 12,7  |
| SCRIPPS COLLEGE           | V            |             | II                            | 3                                                   | 3    | 5    | --    | 11                                                    | 10   | 20   | 1     |                                                             |      |      |       |

| (7)<br>FRINGE BENEFITS<br>AS PERCENT OF<br>AVERAGE SALARY |      |      |       | (8)<br>ACTUAL<br>PERCENTAGE INCREASE<br>IN SALARY |      |      |       | (9)<br>ANNOUNCED<br>MINIMUM SALARY<br>(NEAREST HUNDRED) |       |       |       | (10)<br>SALARY<br>DISTRIBUTION<br>(ALL RANKS COMBINED) |      |      | (11)<br>FULL-TIME<br>FACULTY<br>COMP./FULL TIME<br>STUDENT<br>EQUIVALENT |
|-----------------------------------------------------------|------|------|-------|---------------------------------------------------|------|------|-------|---------------------------------------------------------|-------|-------|-------|--------------------------------------------------------|------|------|--------------------------------------------------------------------------|
| PROF                                                      | ASSO | ASST | INSTR | PROF                                              | ASSO | ASST | INSTR | PROF                                                    | ASSO  | ASST  | INSTR | HQ                                                     | MDN  | LQ   |                                                                          |
| 10.2                                                      | 11.3 | 11.9 | ----  | 15.1                                              | 2.0  | 2.0  | ----  | ----                                                    | ----  | ----  | ----  | 10.4                                                   | 8.8  | 7.8  | 509                                                                      |
| 5.9                                                       | 6.6  | 6.3  | 6.2   | 3.9                                               | 4.6  | 5.1  | 5.2   | ----                                                    | ----  | ----  | ----  | 14.7                                                   | 12.4 | 10.3 | 796                                                                      |
| 19.5                                                      | 18.2 | 13.8 | ----  | 4.8                                               | 6.2  | 6.6  | ----  | ----                                                    | ----  | ----  | ----  | 12.0                                                   | 10.5 | 9.3  | 1,012                                                                    |
| 4.3                                                       | 5.3  | 5.8  | 6.2   | ----                                              | ---- | ---- | ----  | ----                                                    | ----  | ----  | ----  | 11.3                                                   | 9.8  | 9.0  | 503                                                                      |
| ----                                                      | ---- | 8.0  | ----  | ----                                              | ---- | 8.6  | ----  | ----                                                    | ----  | 8.0   | ----  | 11.2                                                   | 10.4 | 8.8  | 693                                                                      |
| 7.1                                                       | 8.5  | 8.1  | 7.8   | 21.1                                              | 22.2 | 14.3 | ----  | ----                                                    | 8.5   | 8.0   | 6.5   | 11.4                                                   | 9.4  | 8.1  | 732                                                                      |
| 10.0                                                      | 10.3 | 10.7 | 11.0  | 4.5                                               | 5.8  | 8.1  | 6.8   | 12.5                                                    | 10.0* | 8.5*  | 6.5*  | 10.0                                                   | 8.9  | 8.0  | 968                                                                      |
| 5.6                                                       | 6.9  | 8.1  | 10.8  | 9.6                                               | 6.5  | 11.6 | 23.1  | ----                                                    | ----  | ----  | ----  | 12.8                                                   | 10.1 | 8.2  | 1,024                                                                    |
| 5.2                                                       | 5.2  | 6.4  | 8.8   | 2.6                                               | 2.0  | 3.5  | 2.2   | ----                                                    | ----  | ----  | ----  | 15.5                                                   | 13.3 | 11.2 | 565                                                                      |
| 4.6                                                       | 5.6  | 5.9  | 5.9   | 5                                                 | 1.9  | 4.5  | 3.2   | ----                                                    | ----  | ----  | ----  | 15.4                                                   | 12.3 | 9.8  | 642                                                                      |
| 4.7                                                       | 6.1  | 6.4  | 6.7   | 3.8                                               | 5.7  | 5.3  | 5.1   | 9.5                                                     | 8.5   | 8.0   | ----  | 15.3                                                   | 13.1 | 10.6 | 853                                                                      |
| 7.1                                                       | 7.4  | 7.1  | 7.9   | .7                                                | 2.0  | 1.9  | 1.6   | ----                                                    | ----  | ----  | ----  | 12.4                                                   | 10.5 | 9.2  | 525                                                                      |
| ----                                                      | ---- | ---- | ----  | 3.7                                               | 8.5  | 4.6  | 4.7   | ----                                                    | ----  | ----  | ----  | 12.6                                                   | 10.9 | 9.5  | 602                                                                      |
| 2.6                                                       | 3.2  | 4.2  | 4.8   | 15.4                                              | 17.9 | 16.6 | 15.7  | ----                                                    | ----  | ----  | ----  | 18.7                                                   | 15.1 | 13.1 | 1,360                                                                    |
| 7.6                                                       | 8.3  | 8.8  | 10.1  | 5.1                                               | 5.7  | 6.0  | 6.1   | 12.0                                                    | 10.5  | 8.5   | 7.0   | 15.7                                                   | 13.7 | 11.9 | 567                                                                      |
| 15.8                                                      | 13.3 | 12.3 | ----  | 9.9                                               | 8.9  | 8.5  | ----  | 8.5                                                     | 7.2   | 6.7   | ----  | 9.2                                                    | 8.2  | 7.7  | 331                                                                      |
| 7.7                                                       | 8.2  | 8.9  | 9.8   | ----                                              | ---- | ---- | ----  | ----                                                    | ----  | ----  | ----  | ----                                                   | ---- | ---- | ----                                                                     |
| 10.6                                                      | 11.5 | 12.8 | ----  | 6.4                                               | 10.1 | 5.7  | ----  | ----                                                    | ----  | ----  | ----  | 14.0                                                   | 12.4 | 10.4 | 1,671                                                                    |
| 5.7                                                       | 6.7  | 7.5  | 8.0   | ----                                              | ---- | ---- | ----  | 10.4                                                    | 9.2   | 7.5*  | 5.8   | 10.6                                                   | 8.9  | 7.7  | 584                                                                      |
| 8.4                                                       | 9.2  | 9.7  | 10.8  | ----                                              | ---- | ---- | ----  | ----                                                    | ----  | ----  | ----  | 16.4                                                   | 13.8 | 11.7 | 758                                                                      |
| 10.2                                                      | 11.2 | 11.7 | 11.8  | ----                                              | 10.0 | 10.0 | ----  | ----                                                    | ----  | ----  | ----  | 9.8                                                    | 8.8  | 7.5  | 567                                                                      |
| 7.1                                                       | 9.6  | 10.9 | 11.2  | 8.7                                               | 7.6  | 7.9  | 6.9   | ----                                                    | ----  | ----  | ----  | 10.8                                                   | 9.2  | 7.8  | 884                                                                      |
| 9.9                                                       | 10.5 | 11.3 | 12.0  | 6.6                                               | 7.2  | 7.6  | 5.4   | ----                                                    | ----  | ----  | ----  | 10.8                                                   | 9.5  | 8.4  | 467                                                                      |
| 4.5                                                       | 5.0  | 5.2  | ----  | 3.7                                               | 4.3  | 8.0  | ----  | ----                                                    | ----  | ----  | ----  | 13.1                                                   | 10.4 | 8.1  | 563                                                                      |
| 10.3                                                      | 10.9 | 11.5 | 11.8  | 5.8                                               | 7.8  | 8.0  | 7.6   | ----                                                    | ----  | ----  | ----  | 9.3                                                    | 8.3  | 7.5  | 461                                                                      |
| 13.7                                                      | 18.3 | 9.0  | ----  | 7.5                                               | 6.4  | 6.7  | ----  | 9.6                                                     | 8.4   | 7.8   | 7.4*  | 11.8                                                   | 10.7 | 8.0  | 568                                                                      |
| 12.3                                                      | 13.1 | 13.2 | 13.4  | 8.3                                               | 5.4  | 6.3  | 5.1   | ----                                                    | ----  | ----  | ----  | 13.7                                                   | 11.5 | 10.6 | 683                                                                      |
| 9.8                                                       | 10.3 | 10.9 | 11.2  | 4.0                                               | 3.3  | 2.8  | 2.3   | ----                                                    | ----  | ----  | ----  | 10.6                                                   | 9.6  | 8.4  | 627                                                                      |
| 10.2                                                      | 7.8  | 9.2  | 10.9  | 6.1                                               | 5.5  | 6.3  | 6.2   | ----                                                    | ----  | ----  | ----  | 12.0                                                   | 10.0 | 8.4  | 487                                                                      |
| 9.8                                                       | 10.4 | 9.8  | 8.6   | 7.4                                               | 9.5  | 6.6  | 6.6   | ----                                                    | ----  | ----  | ----  | 15.3                                                   | 12.5 | 10.6 | 807                                                                      |
| ----                                                      | ---- | ---- | ----  | ----                                              | ---- | ---- | ----  | ----                                                    | ----  | ----  | ----  | 11.9                                                   | 10.5 | 8.7  | 390                                                                      |
| 14.9                                                      | 17.2 | 18.3 | 16.5  | 11.5                                              | 11.1 | 13.4 | 9.9   | ----                                                    | ----  | ----  | ----  | 9.6                                                    | 9.1  | 7.5  | 572                                                                      |
| 9.3                                                       | 9.5  | 9.8  | 10.1  | 3.1                                               | 3.1  | 3.1  | 3.1   | 15.2                                                    | 12.7  | 10.6* | 8.2   | 15.3                                                   | 13.5 | 11.8 | 509                                                                      |
| 7.1                                                       | 7.1  | 7.1  | 7.1   | ----                                              | ---- | ---- | ----  | ----                                                    | ----  | ----  | ----  | 9.1                                                    | 7.5  | 7.0  | 361                                                                      |
| 9.7                                                       | 11.5 | 9.7  | 7.2   | 5.6                                               | 3.1  | 7.1  | 5.8   | 8.8                                                     | 8.8   | 7.6   | 6.8   | 11.2                                                   | 9.4  | 8.5  | 577                                                                      |
| 11.4                                                      | 10.8 | ---- | ----  | 3.1                                               | 4.1  | ---- | ----  | 9.9*                                                    | 8.4   | ----  | ----  | 9.9                                                    | 8.4  | 8.1  | 416                                                                      |
| 21.0                                                      | 16.8 | 17.1 | 12.3  | 7.1                                               | 11.5 | 11.8 | 7.0   | 11.5                                                    | 9.5   | 8.0   | 7.0   | 21.3                                                   | 18.1 | 13.8 | 1,534                                                                    |
| 14.8                                                      | 16.1 | 17.4 | 9.9   | 7.1                                               | 6.7  | 6.8  | 7.0   | 15.0                                                    | 11.3  | 9.3   | ----  | 11.9                                                   | 10.8 | 9.7  | 842                                                                      |
| 9.5                                                       | 10.4 | 11.6 | ----  | ----                                              | ---- | ---- | ----  | 15.0                                                    | 11.8  | 9.3   | ----  | 15.8                                                   | 13.6 | 10.3 | 1,117                                                                    |
| 9.5                                                       | 10.4 | 11.6 | ----  | ----                                              | ---- | ---- | ----  | 15.0                                                    | 11.8  | 9.3   | ----  | 13.0                                                   | 11.3 | 10.8 | 871                                                                      |
| 9.5                                                       | 10.4 | 11.7 | 12.5  | 15.0                                              | 11.8 | 9.3  | 8.5   | 15.0                                                    | 11.8  | 9.3   | 8.5   | 16.6                                                   | 13.0 | 11.3 | 909                                                                      |
| 9.5                                                       | 10.4 | 11.7 | 12.5  | 15.0                                              | 11.8 | 9.3  | 8.5   | 15.0                                                    | 11.8  | 9.3   | 8.5   | 14.8                                                   | 12.4 | 11.3 | 773                                                                      |
| 9.5                                                       | 10.4 | 11.7 | 12.5  | 15.0                                              | 11.8 | 9.3  | 8.5   | 15.0                                                    | 11.8  | 9.3   | 8.5   | 15.0                                                   | 12.4 | 10.8 | 747                                                                      |
| 9.5                                                       | 10.4 | 11.6 | 12.5  | 15.0                                              | 11.8 | 9.3  | 8.5   | 15.0                                                    | 11.8  | 9.3   | 8.5   | 16.6                                                   | 13.0 | 11.3 | 827                                                                      |
| 9.5                                                       | 10.4 | 11.7 | 12.5  | 15.0                                              | 11.8 | 9.3  | 8.5   | 15.0                                                    | 11.8  | 9.3   | 8.5   | 16.6                                                   | 12.4 | 11.3 | 921                                                                      |
| 9.5                                                       | 10.4 | 11.6 | 12.5  | 15.0                                              | 11.8 | 9.3  | 8.5   | 15.0                                                    | 11.8  | 9.3   | 8.5   | 13.6                                                   | 11.9 | 10.3 | 751                                                                      |
| 9.5                                                       | 10.4 | 11.6 | 12.5  | 15.0                                              | 11.8 | 9.3  | 8.5   | 15.0                                                    | 11.8  | 9.3   | 8.5   | 15.0                                                   | 11.9 | 11.3 | 808                                                                      |
| 9.5                                                       | 10.4 | 11.7 | 12.5  | 15.0                                              | 11.8 | 9.3  | 8.5   | 15.0                                                    | 11.8  | 9.3   | 8.5   | 15.0                                                   | 11.9 | 11.3 | 909                                                                      |
| 9.5                                                       | 10.4 | 11.6 | 12.5  | 15.0                                              | 11.8 | 9.3  | 8.5   | 15.0                                                    | 11.8  | 9.3   | 8.5   | 15.0                                                   | 11.9 | 11.3 | 836                                                                      |
| 9.5                                                       | 10.4 | 11.6 | 12.5  | 15.0                                              | 11.8 | 9.3  | 8.5   | 15.0                                                    | 11.8  | 9.3   | 8.5   | 15.0                                                   | 11.9 | 10.8 | 974                                                                      |
| 9.5                                                       | 10.4 | 11.6 | 12.5  | 15.0                                              | 11.8 | 9.3  | 8.5   | 15.0                                                    | 11.8  | 9.3   | 8.5   | 16.6                                                   | 13.0 | 11.3 | 908                                                                      |
| 9.5                                                       | 10.4 | 11.7 | 12.5  | 15.0                                              | 11.8 | 9.3  | 8.5   | 15.0                                                    | 11.8  | 9.3   | 8.5   | 17.4                                                   | 12.4 | 11.3 | 819                                                                      |
| 9.5                                                       | 10.4 | 11.7 | 12.5  | 15.0                                              | 11.8 | 9.3  | 8.5   | 15.0                                                    | 11.8  | 9.3   | 8.5   | 15.8                                                   | 11.9 | 11.3 | 736                                                                      |
| 9.5                                                       | 10.4 | 11.7 | 12.6  | 15.0                                              | 11.8 | 9.3  | 8.5   | 15.0                                                    | 11.8  | 9.3   | 8.5   | 18.3                                                   | 14.3 | 11.5 | 1,048                                                                    |
| 9.5                                                       | 10.4 | 11.7 | 12.5  | 15.0                                              | 11.8 | 9.3  | 8.5   | 15.0                                                    | 11.8  | 9.3   | 8.5   | 18.3                                                   | 14.3 | 11.3 | 902                                                                      |
| 9.5                                                       | 10.4 | 11.6 | 12.5  | 15.0                                              | 11.8 | 9.3  | 8.5   | 15.0                                                    | 11.8  | 9.3   | 8.5   | 13.6                                                   | 11.3 | 10.8 | 910                                                                      |
| 9.5                                                       | 10.4 | 11.7 | 12.5  | 15.0                                              | 11.8 | 9.3  | 8.5   | 15.0                                                    | 11.8  | 9.3   | 8.5   | 15.0                                                   | 11.9 | 10.8 | 849                                                                      |
| 5.9                                                       | 6.0  | 6.8  | ----  | 6.8                                               | 6.4  | 8.5  | 8.5   | 14.0*                                                   | 11.0  | 8.0   | 7.0   | 16.1                                                   | 15.6 | 13.6 | 321                                                                      |
| 10.5                                                      | 11.4 | 12.6 | 13.2  | 8.1                                               | 7.4  | 7.1  | 8.5   | ----                                                    | ----  | ----  | ----  | 13.5                                                   | 10.9 | 9.0  | 789                                                                      |
| 15.3                                                      | 16.6 | 17.5 | 18.2  | 6.6                                               | 9.4  | 8.8  | 8.8   | 15.0                                                    | 13.0  | ----  | ----  | 15.1                                                   | 12.3 | 10.7 | 1,220                                                                    |
| 15.8                                                      | 17.6 | ---- | ----  | 6.9                                               | 5.5  | ---- | ----  | 15.0                                                    | 13.0  | ----  | ----  | 19.2                                                   | 16.6 | 15.9 | 1,961                                                                    |
| 6.1                                                       | 5.6  | 6.3  | 5.8   | 6.1                                               | 6.5  | 12.0 | 9.5   | ----                                                    | ----  | ----  | ----  | 15.5                                                   | 14.0 | 12.5 | 266                                                                      |
| 15.9                                                      | 12.4 | 12.4 | 12.4  | 6.5                                               | ---- | ---- | ----  | ----                                                    | 10.5  | ----  | ----  | 10.7                                                   | 10.0 | 9.3  | 190                                                                      |
| 16.4                                                      | 17.9 | 18.6 | 18.6  | 7.8                                               | 7.0  | 5.9  | ----  | ----                                                    | ----  | ----  | ----  | 12.5                                                   | 10.5 | 9.0  | 190                                                                      |
| 13.6                                                      | 12.2 | 9.9  | 7.8   | 5.0                                               | 6.1  | 5.1  | 5.0   | 13.3*                                                   | 10.8* | 8.1   | 6.6   | 15.4                                                   | 12.7 | 11.3 | 2,239                                                                    |
| 10.2                                                      | 10.6 | 9.1  | ----  | 9.8                                               | 9.8  | 9.4  | ----  | 11.0                                                    | 9.4*  | 7.5   | ----  | 13.0                                                   | 11.0 | 9.8  | 1,303                                                                    |
| 10.0                                                      | 11.5 | 12.4 | 13.3  | 8.0                                               | 9.5  | 11.5 | 10.5  | 12.9                                                    | 10.1  | 7.8   | 6.8   | 11.3                                                   | 10.2 | 9.5  | 566                                                                      |
| 8.7                                                       | 8.9  | 8.5  | 9.1   | 8.1                                               | 15.3 | 13.0 | 9.4   | ----                                                    | ----  | ----  | ----  | 11.5                                                   | 9.5  | 8.0  | 906                                                                      |
| 13.5                                                      | 14.4 | 15.1 | 9.2   | 7.4                                               | 7.7  | 7.5  | 8.7   | 15.4                                                    | 12.0  | 10.1  | 8.8   | 14.8                                                   | 12.0 | 10.0 | 563                                                                      |
| 8.9                                                       | 8.0  | 8.0  | 7.5   | 5.2                                               | ---- | 4.3  | 4.9   | 12.5                                                    | 10.1  | 8.6*  | 7.0   | 15.9                                                   | 12.6 | 10.8 | 1,027                                                                    |
| 7.8                                                       | 7.9  | 8.0  | ----  | 7.8                                               | 8.1  | 9.3  | ----  | 16.6                                                    | 12.4  | 9.7   | ----  | 10.8                                                   | 9.2  | 8.0  | 361                                                                      |
| 17.1                                                      | 17.9 | 19.3 | 14.1  | 6.6                                               | 7.0  | 7.6  | 8.0   | 14.0                                                    | 11.7  | 9.0   | 8.5*  | 20.3                                                   | 16.8 | 14.2 | 964                                                                      |
| 6.5                                                       | 6.8  | 7.1  | 7.7   | 7.5                                               | 12.8 | 9.2  | 12.5  | 13.2                                                    | 11.9  | 9.5   | 8.3   | 15.2                                                   | 12.8 | 10.2 | 964                                                                      |
| 15.7                                                      | 15.7 | 15.6 | 15.1  | 9.7                                               | ---- | ---- | ----  | 12.8                                                    | 11.9  | 9.5   | 8.3   | 13.8                                                   | 12.0 | 11.0 | 286                                                                      |
| 12.2                                                      | 13.1 | 14.6 | 10.7  | 14.9                                              | 13.4 | 10.8 | 12.1  | 6.6                                                     | 6.3   | 5.7   | 5.1   | 16.2                                                   | 14.7 | 12.7 | 543                                                                      |
| 17.3                                                      | 18.8 | 19.8 | 19.8  | 11.8                                              | 12.0 | 10.5 | 13.6  | 9.9                                                     | 7.7   | 7.0   | 5.5   | 15.7                                                   | 12.5 | 10.0 | 1,312                                                                    |
| 16.0                                                      | 17.2 | 15.8 | 11.7  | 11.4                                              | 11.2 | 11.7 | 11.4  | 11.9                                                    | 9.2   | 7.8   | ----  | 8.4                                                    | 7.8  | 6.8  | 523                                                                      |
| 11.2                                                      | 12.1 | 11.1 | 8.1   | 8.0                                               | 5.9  | 9.6  | 8.3   | 16.2                                                    | 12.0  | 9.8   | 8.6   | 11.5                                                   | 9.5  | 8.0  | 564                                                                      |
| 5.6                                                       | 5.6  | 5.9  | 6.1   | 7.0                                               | 8.5  | 10.7 | 12.6  | 11.9                                                    | 9.2   | 7.8   | ----  | 11.8                                                   | 10.5 | 9.5  | 828                                                                      |
| 18.2                                                      | 18.1 | 18.6 | ----  | 5.8                                               | 8.3  | 7.2  | ----  | 17.0                                                    | 13.0  | 10.8  | ----  | 17.0                                                   | 13.0 | 10.8 | 1,407                                                                    |
| 15.9                                                      | 16.2 | 16.1 | 18.5  | 3.4                                               | 9.3  | 6.4  | 5.9   | 16.1*                                                   | 13.1* | 10.2* | 8.8*  | 14.2                                                   | 11.6 | 10.1 | 683                                                                      |
| 9.1                                                       | 11.6 | 7.7  | 6.5   | 8.4                                               | 12.0 | 11.4 | 7.2   | 16.2                                                    | 12.0  | 9.8   | 8.6   | 18.2                                                   | 13.7 | 11.1 | 1,043                                                                    |
| 11.9                                                      | 12.2 | 12.4 | 12.9  | 13.9                                              | 12.5 | 14.3 | 13.1  | 15.0                                                    | 13.0  | 11.0  | ----  | 15.0                                                   | 13.0 | 11.0 | 903                                                                      |
| 12.2                                                      | 12.3 | 9.8  | 6.5   | 9.4                                               | 9.8  | 7.5  | ----  | 14.1                                                    | 12.0  | 10.1  | ----  | 14.1                                                   | 12.0 | 10.1 | 1,083                                                                    |
| 17.4                                                      | 14.9 | 13.6 | 11.5  | 6.6                                               | 12.6 | 10.6 | 11.6  | 12.5                                                    | 9.0   | 8.0   | ----  | 12.8                                                   | 11.3 | 9.6  | 9.6                                                                      |
| 10.2                                                      | 11.8 | 12.0 | ----  | 13.0                                              | 12.4 | ---- | ----  | 12.3                                                    | 9.0   | 8.0   | ----  | 12.3                                                   | 9.9  | 9.0  | 9.0                                                                      |

| NAME OF INSTITUTION        | (1)<br>NOTES | (2)<br>RET. | (3)<br>INST.<br>CATE-<br>GORY | (4)<br>RATING OF<br>AVERAGE COMPENSATION<br>BY RANK |      |      |       | (5)<br>NUMBER OF FULL-TIME<br>FACULTY MEMBERS BY RANK |      |      |       | (6)<br>AVERAGE COMPENSATION<br>BY RANK<br>(NEAREST HUNDRED) |      |      |       |
|----------------------------|--------------|-------------|-------------------------------|-----------------------------------------------------|------|------|-------|-------------------------------------------------------|------|------|-------|-------------------------------------------------------------|------|------|-------|
|                            |              |             |                               | PROF                                                | ASSO | ASST | INSTR | PROF                                                  | ASSO | ASST | INSTR | PROF                                                        | ASSO | ASST | INSTR |
|                            |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| CALIFORNIA (CONTINUED)     |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| UNIV OF SAN FRANCISCO      | V            |             | II                            | 3                                                   | 3    | 4    | 3     | 46                                                    | 41   | 100  | 41    | 19,9                                                        | 15,2 | 12,5 | 10,4  |
| UNIVERSITY OF SANTA CLARA  | V            |             | II                            | 2                                                   | 2    | 3    | 6     | 40                                                    | 38   | 73   | 6     | 20,3                                                        | 16,0 | 12,8 | 9,7   |
| UNIV OF SOUTHERN CALIF     | V            |             | I                             | 6                                                   | 6    | 3    | 3     | 266                                                   | 207  | 222  | 47    | 21,0                                                        | 16,1 | 13,4 | 11,2  |
| WHITTIER COLLEGE           | V            |             | II                            | 3                                                   | 3    | 5    | 2     | 17                                                    | 14   | 29   | 29    | 19,2                                                        | 15,2 | 12,1 | 10,8  |
| COLORADO                   |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| ADAMS STATE COLLEGE        | V            |             | II                            | 8                                                   | 7    | 8    | 8     | 23                                                    | 39   | 56   | 11    | 15,9                                                        | 13,1 | 11,2 | 9,2   |
| COLORADO COLLEGE           | V            |             | II                            | 3                                                   | 5    | 5    | 2     | 41                                                    | 35   | 39   | 10    | 19,7                                                        | 14,6 | 12,1 | 10,7  |
| COLORADO SCHOOL OF MINES   | V            |             | I                             | 9                                                   | 9    | 7    | 7     | 37                                                    | 41   | 39   | 6     | 18,7                                                        | 14,9 | 12,4 | 10,0  |
| FORT LEWIS COLLEGE         | V            |             | II                            | 8                                                   | 7    | 7    | 8     | 6                                                     | 20   | 42   | 17    | 15,0                                                        | 13,4 | 11,5 | 9,1   |
| ILLIFF SCHOOL OF THEOLOGY  | V            |             | II                            | --                                                  | --   | --   | --    | 5                                                     | 3    | 4    |       | --                                                          | --   | --   | --    |
| LORETTA HEIGHTS COLL       | V            |             | II                            | 10                                                  | 10   | 10   | 10    | 11                                                    | 16   | 20   | 18    | 13,1                                                        | 11,0 | 9,1  | 8,6   |
| METROPOLITAN STATE COLL    | V            |             | II                            | 7                                                   | 8    | 8    | 9     | 43                                                    | 35   | 140  | 11    | 16,0                                                        | 12,9 | 11,2 | 8,8   |
| REGIS COLLEGE              | V            |             | II                            | --                                                  | 9    | 9    | 4     | 4                                                     | 6    | 30   | 14    | --                                                          | 12,4 | 10,5 | 9,3   |
| SOUTHERN COLO ST COLL      | V            |             | II                            | 7                                                   | 6    | 7    | 8     | 23                                                    | 86   | 127  | 62    | 16,3                                                        | 13,8 | 11,3 | 9,2   |
| TEMPLE BUELL COLLEGE       | V            |             | II                            | 4                                                   | 7    | 7    | 10    | 20                                                    | 11   | 36   | 7     | 14,7                                                        | 13,4 | 11,5 | 8,5   |
| UNIV COLO-Boulder          | V            |             | I                             | 8                                                   | 8    | 9    | 9     | 360                                                   | 225  | 234  | 50    | 19,6                                                        | 15,2 | 12,6 | 9,5   |
| UNIV COLO-COLO SPRINGS     | V            |             | I                             | 9                                                   | 9    | 9    | --    | 7                                                     | 13   | 23   | 1     | 13,6                                                        | 14,8 | 12,4 | --    |
| UNIV OF COLO-DENVER        | V            |             | I                             | 10                                                  | 10   | 9    | 8     | 14                                                    | 11   | 70   | 10    | 17,9                                                        | 14,3 | 12,6 | 9,8   |
| UNIVERSITY OF DENVER       | V            |             | I                             | 9                                                   | 10   | 10   | 10    | 136                                                   | 132  | 130  | 53    | 17,1                                                        | 14,3 | 11,8 | 9,3   |
| UNIV OF NORTHERN COLORADO  | V            |             | II                            | 7                                                   | 7    | 8    | 8     | 75                                                    | 84   | 154  | 108   | 16,4                                                        | 13,5 | 11,2 | 9,1   |
| WESTERN STATE COLLEGE      | V            |             | II                            | 5                                                   | 6    | 8    | 7     | 25                                                    | 39   | 61   | 15    | 17,1                                                        | 13,7 | 11,1 | 9,5   |
| CONNECTICUT                |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| ALBERTUS MAGNUS COLLEGE    | V            |             | II                            | 8                                                   | --   | 8    | 6     | 6                                                     | 4    | 10   | 7     | 15,7                                                        | --   | 11,1 | 9,6   |
| CENTRAL CONN STATE COLL    |              |             | II                            | 3                                                   | 2    | 2    | 1     | 61                                                    | 75   | 171  | 75    | 19,4                                                        | 16,0 | 13,4 | 12,1  |
| CONNECTICUT COLLEGE        | V            |             | II                            | 3                                                   | 4    | 5    | 3     | 33                                                    | 30   | 48   | 21    | 13,2                                                        | 15,1 | 11,9 | 10,3  |
| EASTERN CONN STATE COLL    |              |             | II                            | 3                                                   | 3    | 2    | 1     | 16                                                    | 14   | 34   | 10    | 14,2                                                        | 15,7 | 11,1 | 11,0  |
| FAIRFIELD UNIVERSITY       | V            |             | II                            | 5                                                   | 3    | 4    | 2     | 11                                                    | 34   | 60   | 16    | 16,2                                                        | 15,1 | 12,2 | 10,2  |
| HOUSATONIC CNTY COLLEGE    |              |             | III                           | --                                                  | --   | 5    | 1     | 3                                                     | 21   | 21   | 21    | --                                                          | --   | 12,4 | 11,0  |
| MANCHESTER CNTY COLLEGE    |              |             | III                           | --                                                  | --   | 5    | 4     | 7                                                     | 7    | 36   | 27    | --                                                          | 15,1 | 12,7 | 11,4  |
| NEW ENGLAND INSTITUTE      | V            |             | II                            | --                                                  | --   | --   | --    | 3                                                     | 5    | 1    |       | --                                                          | --   | --   | --    |
| NORWALK COMMUNITY COLLEGE  |              |             | III                           | --                                                  | --   | 3    | 3     | 4                                                     | 3    | 17   | 11    | --                                                          | --   | 11,4 | 11,7  |
| POST JUNIOR COLLEGE        | V            |             | III                           | --                                                  | --   | 2    | --    | 1                                                     | 1    | 11   | 4     | --                                                          | --   | 10,3 | --    |
| QUINCY COLLEGE             | V            |             | II                            | 3                                                   | 3    | 3    | 2     | 11                                                    | 25   | 56   | 33    | 11,3                                                        | 15,7 | 12,3 | 10,4  |
| SACRED HEART UNIV          | V            |             | II                            | 8                                                   | 8    | 9    | 7     | 7                                                     | 11   | 29   | 16    | 15,2                                                        | 12,7 | 10,5 | 1,4   |
| SOUTHERN CONN STATE COLL   |              |             | II                            | 3                                                   | 3    | 2    | 1     | 85                                                    | 66   | 212  | 70    | 14,1                                                        | 15,9 | 13,5 | 11,9  |
| TRINITY COLLEGE            | V            |             | II                            | 3                                                   | 5    | 5    | 4     | 38                                                    | 34   | 31   | 14    | 17,6                                                        | 14,5 | 12,1 | 10,2  |
| U S COAST GUARD ACAD       | V            |             | II                            | --                                                  | 1    | 1    | --    | 5                                                     | 20   | 13   |       | --                                                          | 17,2 | 13,8 | --    |
| UNIVERSITY OF BRIDGEPORT   | V            |             | II                            | 3                                                   | 3    | 2    | 1     | 47                                                    | 66   | 151  | 56    | 17,6                                                        | 15,1 | 13,2 | 10,4  |
| UNIVERSITY OF CONNECTICUT  |              |             | I                             | 2                                                   | 2    | 3    | 1     | 304                                                   | 351  | 359  | 123   | 28,7                                                        | 17,4 | 13,9 | 11,6  |
| UNIVERSITY OF HARTFORD     | V            |             | II                            | 3                                                   | 2    | 2    | 2     | 45                                                    | 62   | 95   | 70    | 17,0                                                        | 16,0 | 13,2 | 11,0  |
| UNIVERSITY OF NEW HAVEN    | V            |             | II                            | 7                                                   | 4    | 3    | 2     | 10                                                    | 30   | 51   | 13    | 16,1                                                        | 14,4 | 12,9 | 10,9  |
| WESLEYAN UNIVERSITY        | V            |             | II                            | 1                                                   | 1    | 1    | 1     | 59                                                    | 43   | 36   | 12    | 26,3                                                        | 19,1 | 15,1 | 12,1  |
| WESTERN CONN STATE COLL    |              |             | II                            | 3                                                   | 2    | 2    | 1     | 16                                                    | 33   | 89   | 40    | 19,1                                                        | 16,2 | 13,3 | 11,7  |
| YALE UNIVERSITY            | V            |             | I                             | 1                                                   | 1    | 6    | 4     | 148                                                   | 151  | 271  | 31    | 24,5                                                        | 17,9 | 13,2 | 10,4  |
| DELAWARE                   |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| DELAWARE STATE COLLEGE     |              |             | II                            | 7                                                   | 7    | 4    | 6     | 14                                                    | 7    | 40   | 24    | 16,2                                                        | 13,5 | 11,1 | 9,6   |
| UNIV OF DELAWARE           | V            |             | I                             | 5                                                   | 5    | 6    | 4     | 115                                                   | 120  | 208  | 102   | 21,2                                                        | 16,5 | 13,2 | 10,7  |
| WESLEY COLLEGE             | V            |             | III                           | 10                                                  | 10   | 10   | 10    | 7                                                     | 7    | 23   | 9     | 11,0                                                        | 11,7 | 10,6 | 7,8   |
| DISTRICT OF COLUMBIA       |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| AMERICAN UNIVERSITY        | V            |             | I                             | 5                                                   | 6    | 4    | 1     | 104                                                   | 92   | 136  | 25    | 22,4                                                        | 18,4 | 11,6 | 12,1  |
| CATHOLIC UNIVERSITY        | V            |             | I                             | 6                                                   | 9    | 10   | 9     | 90                                                    | 106  | 132  | 25    | 21,1                                                        | 14,7 | 11,6 | 9,6   |
| D C TEACHERS COLLEGE       | V            |             | II                            | 1                                                   | 2    | 1    | 3     | 25                                                    | 11   | 48   | 32    | 22,5                                                        | 16,1 | 14,2 | 10,3  |
| DUNELANTON C OF HOLY CROSS | V            |             | II                            | --                                                  | 10   | 10   | 10    | 4                                                     | 7    | 10   | 11    | --                                                          | 10,7 | 9,5  | 8,1   |
| FEDERAL CITY COLL          | V            |             | II                            | 1                                                   | 1    | 1    | 2     | 32                                                    | 54   | 114  | 22    | 23,1                                                        | 17,3 | 13,3 | 11,0  |
| GALLAUDET COLLEGE          | V            |             | II                            | 2                                                   | 4    | 5    | 6     | 17                                                    | 43   | 11   | 17    | 21,9                                                        | 14,8 | 12,0 | 9,7   |
| GEORGE WASHINGTON UNIV     | V            |             | I                             | 3                                                   | 6    | 8    | 7     | 154                                                   | 131  | 113  | 25    | 21,3                                                        | 16,0 | 12,7 | 9,9   |
| GEORGETOWN UNIVERSITY      | V            |             | I                             | 7                                                   | 5    | 9    | 6     | 81                                                    | 90   | 108  | 61    | 21,9                                                        | 16,5 | 12,5 | 10,1  |
| HOWARD UNIVERSITY          | V            |             | I                             | 5                                                   | 5    | 4    | 8     | 131                                                   | 82   | 106  | 176   | 21,2                                                        | 16,6 | 11,2 | 1,4   |
| MOUNT VERNON COLLEGE       | V            |             | III                           | 7                                                   | 2    | --   | --    | 6                                                     | 4    | 5    | 2     | 15,2                                                        | 11,2 | --   | --    |
| TRINITY COLLEGE            | V            |             | II                            | 8                                                   | 8    | 8    | 8     | 9                                                     | 13   | 15   | 6     | 15,2                                                        | 12,5 | 10,9 | 9,1   |
| FLORIDA                    |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| BARRY COLLEGE              | V            |             | II                            | 8                                                   | 10   | 8    | 9     | 10                                                    | 10   | 24   | 28    | 19,4                                                        | 11,0 | 10,9 | 9,4   |
| BREVARD JUNIOR COLLEGE     |              |             | III                           | 10                                                  | 9    | 8    | 7     | 22                                                    | 15   | 81   | 18    | 11,0                                                        | 12,4 | 11,3 | 1,4   |
| EMERY-RIDDLE AERO UNIV     | V            |             | II                            | --                                                  | 9    | 10   | 3     | 3                                                     | 15   | 10   | 7     | --                                                          | 11,3 | 10,2 | 10,3  |
| FLORIDA A&M UNIVERSITY     |              |             | II                            | 6                                                   | 6    | 7    | 8     | 50                                                    | 69   | 90   | 47    | 16,5                                                        | 13,7 | 11,2 | 9,3   |
| FLORIDA ATLANTIC UNIV      |              |             | II                            | 4                                                   | 5    | 3    | 2     | 65                                                    | 60   | 37   | 23    | 11,3                                                        | 14,1 | 12,2 | 9,0   |
| FLORIDA MEMORIAL COLL      |              |             | II                            | 10                                                  | 10   | 10   | 10    | 6                                                     | 6    | 11   | 18    | 11,2                                                        | 10,5 | 9,6  | 4,1   |
| FLORIDA PRESBYTERIAN COLL  | V            |             | II                            | 3                                                   | 4    | 3    | --    | 29                                                    | 14   | 20   | 3     | 14,9                                                        | 14,8 | 12,7 | --    |
| FLORIDA STATE UNIVERSITY   |              |             | I                             | 7                                                   | 8    | 10   | 10    | 333                                                   | 289  | 450  | 141   | 20,6                                                        | 15,4 | 12,3 | 8,8   |
| FLORIDA TECHNOLOGICAL U    |              |             | II                            | 4                                                   | 4    | 5    | 6     | 26                                                    | 50   | 123  | 26    | 17,4                                                        | 14,4 | 11,4 | 9,6   |
| JACKSONVILLE UNIVERSITY    | V            |             | II                            | 9                                                   | 9    | 10   | 10    | 19                                                    | 32   | 52   | 10    | 18,6                                                        | 14,2 | 10,1 | 7,9   |
| MARYMOUNT COLLEGE          |              |             | III                           | --                                                  | --   | 9    | 9     | 2                                                     |      | 6    | 17    | --                                                          | --   | 11,1 | 9,3   |
| NEW COLLEGE                | V            |             | II                            | 1                                                   | 2    | 3    | 6     | 10                                                    | 6    | 19   | 7     | 21,4                                                        | 16,6 | 12,4 | 9,7   |
| NORTH FLORIDA JR COLL      |              |             | III                           | --                                                  | --   | 10   | 10    | 2                                                     | 5    | 25   | 34    | --                                                          | --   | 9,3  | 8,7   |
| PENSACOLA JUNIOR COLLEGE   |              |             | III                           | 7                                                   | 9    | 9    | 10    | 18                                                    | 24   | 67   | 125   | 15,3                                                        | 13,0 | 10,8 | 9,5   |
| ROLLINS COLLEGE            | V            |             | II                            | 5                                                   | 9    | 6    | 6     | 16                                                    | 20   | 28   | 10    | 17,1                                                        | 14,6 | 11,6 | 9,2   |
| SAINT LEO COLLEGE          |              |             | II                            | 9                                                   | 7    | 9    | 9     | 7                                                     | 11   | 26   | 21    | 11,8                                                        | 13,3 | 10,3 | 8,9   |
| STETSON UNIVERSITY         | V            |             | II                            | 8                                                   | 7    | 7    | 10    | 40                                                    | 20   | 41   | 20    | 14,4                                                        | 13,2 | 11,5 | 7,8   |
| UNIVERSITY OF FLORIDA      |              |             | I                             | 9                                                   | 9    | 9    | 8     | 513                                                   | 406  | 606  | 69    | 19,0                                                        | 16,9 | 12,4 | 9,8   |
| UNIVERSITY OF MIAMI        | V            |             | I                             | 5                                                   | 6    | 5    | 5     | 195                                                   | 139  | 190  | 27    | 22,2                                                        | 16,3 | 13,4 | 10,4  |
| UNIV OF SOUTH FLORIDA      |              |             | II                            | 4                                                   | 4    | 4    | 6     | 112                                                   | 184  | 227  | 32    | 18,7                                                        | 14,3 | 12,3 | 9,0   |
| U OF S FLA ST PERSNG CAMP  |              |             | II                            | --                                                  | 3    | 6    | --    | 7                                                     | 9    |      | 1     | 15,2                                                        | 11,8 | --   | --    |
| UNIVERSITY OF TAMPA        | V            |             | II                            | 9                                                   | 10   | 10   | 9     | 22                                                    | 19   | 36   | 11    | 14,2                                                        | 11,5 | 10,1 | 8,8   |
| UNIV OF WEST FLORIDA       |              |             | II                            | 4                                                   | 5    | 4    | 5     | 38                                                    | 54   | 111  | 8     | 17,9                                                        | 14,6 | 12,5 | 9,9   |
| GEORGIA                    |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| AGNES SCOTT COLLEGE        | V            |             | II                            | 8                                                   | 6    | 7    | 9     | 23                                                    | 13   | 34   | 6     | 15,7                                                        | 13,8 | 11,5 | 9,3   |
| ALBANY STATE COLLEGE       |              |             | II                            | 9                                                   | 8    | 8    | 7     | 13                                                    | 15   | 55   | 35    | 14,6                                                        | 12,6 | 11,0 | 9,3   |
| AUGUSTA COLLEGE            |              |             | II                            | 7                                                   | 7    | 8    | 7     | 13                                                    | 29   | 42   | 21    | 16,2                                                        | 13,2 | 11,1 | 9,5   |
| BERRY COLLEGE              | V            |             | II                            | 8                                                   | 8    | 9    | --    | 16                                                    | 14   | 32   | 5     | 15,5                                                        | 12,6 | 10,5 | --    |
| BRENAU COLLEGE             |              |             | II                            | 10                                                  | --   | 10   | 10    | 16                                                    | 1    | 17   | 8     | 12,1                                                        | --   | 8,3  | 8,0   |
| BRUNSWICK JUNIOR COLLEGE   |              |             | III                           | --                                                  | 10   | 10   | 10    | 1                                                     | 14   | 13   | 6     | --                                                          | 11,9 | 10,0 | 8,7   |
| COLUMBUS COLLEGE           |              |             | II                            | 9                                                   | 8    | 6    | 8     | 6                                                     | 30   | 64   | 12    | 14,3                                                        | 13,0 | 11,8 | 9,2   |
| EMORY UNIVERSITY           | V            |             | I                             | 6                                                   | 6    | 8    | 5     | 77                                                    | 66   | 73   | 34    | 21,3                                                        | 16,0 | 12,6 | 10,2  |
| GAINESVILLE JUNIOR COLL    | V            |             | III                           | --                                                  | --   | 10   | 9     |                                                       | 3    | 16   | 15    | --                                                          | --   | 10,2 | 9,3   |
| GA COLL AT Milledgeville   | V            |             | II                            | 5                                                   | 8    | 6    | 6     | 22                                                    | 29   | 35   | 18    |                                                             |      |      |       |

| (7)<br>FRINGE BENEFITS<br>AS PERCENT OF<br>AVERAGE SALARY |      |      |       | (8)<br>ACTUAL<br>PERCENTAGE INCREASE<br>IN SALARY |      |      |       | (9)<br>ANNOUNCED<br>MINIMUM SALARY<br>(NEAREST HUNDRED) |       |      |       | (10)<br>SALARY<br>DISTRIBUTION<br>(ALL RANKS COMBINED) |      |      | (11)<br>FULL-TIME<br>FACULTY<br>COMP./FULL TIME<br>STUDENT<br>EQUIVALENT |
|-----------------------------------------------------------|------|------|-------|---------------------------------------------------|------|------|-------|---------------------------------------------------------|-------|------|-------|--------------------------------------------------------|------|------|--------------------------------------------------------------------------|
| PROF                                                      | ASSO | ASST | INSTR | PROF                                              | ASSO | ASST | INSTR | PROF                                                    | ASSO  | ASST | INSTR | HQ                                                     | NON  | LQ   |                                                                          |
| 9.4                                                       | 10.6 | 11.7 | 12.9  | 12.5                                              | 12.5 | 13.1 | 13.4  | 15.4*                                                   | 12.2* | 9.6  | 8.7   | 14.4                                                   | 11.8 | 10.2 | 631                                                                      |
| 11.0                                                      | 12.2 | 13.3 | 13.3  |                                                   |      |      |       |                                                         |       |      |       | 15.5                                                   | 12.4 | 10.7 | 598                                                                      |
| 10.7                                                      | 11.5 | 12.0 | 12.9  |                                                   |      |      |       |                                                         |       |      |       | 17.4                                                   | 14.4 | 12.1 | 1,114                                                                    |
| 13.3                                                      | 14.0 | 11.5 | 13.9  | 7.2                                               | 11.4 | 6.4  | 6.2   | 13.4                                                    | 11.2  | 8.0  | 7.7   | 13.5                                                   | 10.6 | 9.4  | 552                                                                      |
| 9.9                                                       | 10.2 | 10.4 | 10.7  | 7.5                                               | 8.6  | 7.9  | 17.7  | 14.0*                                                   | 11.1* | 8.9  | 7.2   | 12.6                                                   | 11.3 | 9.8  | 532                                                                      |
| 15.2                                                      | 14.9 | 15.2 | 15.5  | 7.7                                               | 9.2  | 8.3  | 9.8   | 14.3                                                    | 11.5  | 9.6  | 8.5   | 16.0                                                   | 12.2 | 10.5 | 1,046                                                                    |
| 9.6                                                       | 9.9  | 10.2 | 9.5   | 8.8                                               | 9.6  | 8.2  | 2.6   |                                                         |       |      |       | 16.1                                                   | 13.3 | 12.2 | 1,043                                                                    |
| 8.0                                                       | 8.0  | 8.0  | 8.0   | 6.2                                               | 8.5  | 6.7  | 7.5   |                                                         |       |      |       | 12.1                                                   | 10.7 | 9.5  | 477                                                                      |
| 5.8                                                       | 10.8 | 8.8  | 9.5   | 10.0                                              | 12.3 | 13.4 | 10.3  |                                                         |       |      |       | 15.5                                                   | 11.2 | 11.5 | 1,400                                                                    |
| 9.7                                                       | 9.7  | 10.1 | 10.3  | 10.9                                              | 9.6  | 9.7  | 9.4   | 14.0                                                    | 11.1  | 8.9  | 7.2   | 10.3                                                   | 9.5  | 9.1  | 809                                                                      |
| 10.4                                                      | 9.9  | 9.3  |       | 4.0                                               | 13.1 | 9.5  |       |                                                         |       |      |       | 11.7                                                   | 10.7 | 9.8  | 495                                                                      |
| 10.1                                                      | 10.5 | 10.6 | 11.0  | 9.2                                               | 7.4  | 6.5  | 7.7   | 14.0                                                    | 11.1  | 8.9  | 7.2   | 10.7                                                   | 9.5  | 9.0  | 624                                                                      |
| 11.8                                                      | 13.2 | 12.4 | 9.6   |                                                   |      |      |       |                                                         |       |      |       | 12.1                                                   | 10.4 | 9.3  | 1,154                                                                    |
| 9.3                                                       | 10.0 | 8.4  | 6.2   | 6.7                                               | 8.0  | 7.1  | 8.1   |                                                         |       |      |       | 13.4                                                   | 10.2 | 9.7  | 764                                                                      |
| 9.4                                                       | 10.1 | 8.4  |       | 7.0                                               | 8.3  | 6.7  |       |                                                         |       |      |       | 16.4                                                   | 11.4 | 11.4 | 426                                                                      |
| 9.5                                                       | 10.2 | 8.4  | 6.0   | 7.1                                               | 7.1  | 8.4  | 6.2   |                                                         |       |      |       | 14.4                                                   | 12.5 | 11.1 | 424                                                                      |
| 10.3                                                      | 10.2 | 8.6  | 8.1   | 8.3                                               | 8.7  | 6.3  | 11.6  |                                                         |       |      |       | 13.3                                                   | 11.4 | 10.4 | 424                                                                      |
| 9.7                                                       | 9.7  | 9.7  | 9.7   | 8.5                                               | 9.1  | 9.1  | 3.2   | 14.0*                                                   | 11.1* | 8.9* | 7.2*  | 15.3                                                   | 12.5 | 13.5 | 644                                                                      |
| 9.5                                                       | 9.8  | 9.9  | 9.9   | 9.2                                               | 9.0  | 7.7  | 8.0   | 14.0                                                    | 11.1  | 8.9  | 7.2   | 14.6                                                   | 12.4 | 11.2 | 542                                                                      |
| 11.4                                                      |      | 9.1  | 7.6   | 11.6                                              |      | 10.0 | 8.6   | 12.5                                                    |       | 9.5  | 8.5   | 12.5                                                   | 10.2 | 9.5  | 540                                                                      |
| 4.9                                                       | 6.0  | 7.1  | 7.9   | 9.9                                               | 4.9  | 10.0 | 9.3   | 10.1                                                    | 13.4  | 11.1 | 10.2  | 14.7                                                   | 12.4 | 11.7 | 824                                                                      |
| 19.0                                                      | 20.0 | 14.7 | 16.2  | 7.0                                               | 7.1  | 8.0  | 8.5   | 16.1                                                    | 13.4  | 11.3 | 9.2   | 14.4                                                   | 11.9 | 10.8 | 1,401                                                                    |
| 5.2                                                       | 6.4  | 7.6  | 4.7   | 10.0                                              | 10.6 | 10.2 | 10.0  |                                                         |       |      |       | 14.9                                                   | 13.0 | 11.8 | 748                                                                      |
| 10.5                                                      | 10.1 | 9.1  | 8.7   | 12.5                                              | 13.0 | 13.3 | 12.7  |                                                         |       |      |       | 13.6                                                   | 11.2 | 11.1 | 376                                                                      |
|                                                           |      | 7.4  | 8.2   |                                                   |      | 11.0 | 11.8  |                                                         |       |      |       | 12.3                                                   | 11.3 | 10.1 | 473                                                                      |
|                                                           |      | 4.5  | 4.7   | 6.3                                               |      | 10.1 | 10.3  |                                                         |       |      |       | 12.5                                                   | 11.6 | 10.6 |                                                                          |
|                                                           |      |      |       |                                                   |      |      |       |                                                         |       |      |       |                                                        |      |      |                                                                          |
|                                                           |      | 6.9  | 7.4   |                                                   |      | 9.6  | 9.9   |                                                         |       |      |       | 11.3                                                   | 10.2 | 12.5 | 541                                                                      |
|                                                           |      | 8.7  |       |                                                   |      | 10.2 | 10.4  |                                                         |       |      |       | 10.2                                                   | 9.4  | 7.4  | 441                                                                      |
| 13.0                                                      | 11.9 | 11.7 | 10.5  | 10.0                                              | 12.5 | 10.2 | 10.4  | 14.5                                                    | 11.6  | 9.7  | 9.5   | 13.0                                                   | 11.6 | 10.4 | 410                                                                      |
| 8.9                                                       | 11.4 | 12.5 | 11.3  | 5.1                                               | 4.7  | 5.1  | 5.3   |                                                         |       |      |       | 10.7                                                   | 9.1  | 9.3  | 736                                                                      |
| 5.1                                                       | 6.1  | 7.1  | 8.0   | 9.5                                               | 10.5 | 10.1 | 10.2  | 16.1                                                    | 13.4  | 11.3 | 10.2  | 14.4                                                   | 12.3 | 11.0 | 1,145                                                                    |
| 14.7                                                      | 14.7 | 14.8 | 11.2  | 7.3                                               | 8.1  | 7.7  | 9.0   | 13.5*                                                   | 10.5* | 9.0  | 8.0   | 16.3                                                   | 15.1 | 13.1 |                                                                          |
|                                                           |      | 7.3  | 8.7   |                                                   |      | 8.5  | 8.2   |                                                         |       |      |       | 14.4                                                   | 12.2 | 10.5 |                                                                          |
| 10.0                                                      | 11.3 | 12.7 | 14.7  | 13.6                                              | 12.1 | 11.4 | 11.0  | 13.0                                                    | 11.0  | 9.0  | 7.0   | 14.4                                                   | 12.2 | 10.5 |                                                                          |
| 3.9                                                       | 5.4  | 6.9  | 8.1   | 10.7                                              | 11.4 | 11.5 | 8.4   | 17.0                                                    | 14.0  | 10.0 | 9.0   | 20.1                                                   | 15.5 | 12.8 | 1,058                                                                    |
| 9.8                                                       | 10.7 | 10.7 | 8.9   | 19.1                                              | 16.3 | 18.0 | 16.1  |                                                         |       |      |       | 15.1                                                   | 12.6 | 10.3 | 541                                                                      |
| 13.4                                                      | 14.0 | 15.0 | 15.4  |                                                   |      |      |       | 12.0                                                    | 10.0  | 9.0  | 8.0   | 13.0                                                   | 11.6 | 10.0 | 2,470                                                                    |
| 21.9                                                      | 21.3 | 21.0 | 21.4  | 15.1                                              | 12.9 | 16.2 | 13.1  | 13.0                                                    | 14.4  | 10.5 | 9.2   | 14.5                                                   | 13.2 | 12.5 | 940                                                                      |
| 4.5                                                       | 5.7  | 6.6  | 7.6   | 7.8                                               | 10.1 | 9.5  | 10.4  | 16.1                                                    | 13.4  | 11.3 | 10.2  | 14.4                                                   | 12.6 | 11.4 | 2,014                                                                    |
| 15.2                                                      | 16.9 | 17.0 | 7.4   | 4.1                                               | 7.7  | 9.0  | 6.3   | 17.5                                                    | 13.0  | 10.0 | 9.5   | 24.0                                                   | 19.0 | 11.5 |                                                                          |
| 5.0                                                       | 5.8  | 6.9  | 7.7   | 7.2                                               | 12.3 | 8.4  | 10.5  | 13.0                                                    | 10.5  | 9.5  | 7.5   | 12.0                                                   | 10.0 | 9.4  | 717                                                                      |
| 11.7                                                      | 13.1 | 12.3 | 11.9  | 7.5                                               | 8.9  | 4.2  | 8.0   | 10.4                                                    | 8.0   | 7.5  | 6.5   | 13.5                                                   | 12.5 | 13.5 | 434                                                                      |
| 11.3                                                      | 11.9 | 12.4 | 2.6   | 4.6                                               | 6.0  | 5.1  | 5.0   |                                                         |       |      |       | 10.3                                                   | 9.4  | 9.5  | 653                                                                      |
| 14.7                                                      | 15.6 | 15.7 | 16.5  | 10.2                                              | 11.7 | 12.1 | 13.7  | 15.2                                                    | 11.0  | 9.5  | 7.2   | 17.3                                                   | 13.5 | 11.3 | 815                                                                      |
| 10.1                                                      | 10.7 | 8.6  | 7.0   |                                                   |      |      |       | 15.5                                                    | 12.4  | 9.7  | 7.4   | 15.4                                                   | 13.4 | 10.4 | 746                                                                      |
| 6.5                                                       | 6.5  | 6.5  | 6.5   | 1.3                                               | 5.3  | 1.3  | 2.6   |                                                         |       |      |       | 15.5                                                   | 13.4 | 10.5 | 420                                                                      |
|                                                           | 2.1  | 8.6  | 4.9   |                                                   | 6.5  | 5.5  | 8.1   |                                                         |       |      |       | 10.6                                                   | 9.4  | 7.4  |                                                                          |
| 19.7                                                      | 17.8 | 18.8 | 17.5  | 3.4                                               | 4.7  | 5.1  | 4.7   | 12.5                                                    | 12.4  | 9.7  | 7.3   | 14.4                                                   | 12.2 | 10.4 | 1,730                                                                    |
| 8.0                                                       | 8.0  | 8.0  | 8.0   | 10.0                                              | 10.1 | 12.1 | 11.7  | 10.0                                                    | 12.7  | 10.5 | 9.2   | 14.6                                                   | 11.6 | 9.7  |                                                                          |
| 12.8                                                      | 14.3 | 15.5 | 16.7  | 11.1                                              | 8.4  | 7.2  | 10.3  |                                                         |       |      |       | 17.3                                                   | 14.4 | 11.4 | 752                                                                      |
| 7.9                                                       | 8.8  | 9.0  | 9.2   | 9.6                                               | 10.0 | 12.2 | 11.4  |                                                         |       |      |       | 16.7                                                   | 13.3 | 10.6 | 731                                                                      |
| 12.5                                                      | 13.0 | 13.0 | 14.0  |                                                   |      |      |       | 15.0                                                    | 12.0  | 1.5  | 7.3   | 16.4                                                   | 12.0 | 9.3  | 426                                                                      |
| 11.4                                                      | 13.4 |      |       | 13.0                                              | 10.9 |      |       | 13.0                                                    | 10.9  |      |       | 11.4                                                   | 11.5 | 11.1 | 851                                                                      |
| 10.5                                                      | 11.6 | 10.1 | 8.7   | 1.4                                               | 9.1  | 4.1  | 8.4   | 12.5                                                    | 10.0  | 9.0  | 8.0   | 12.6                                                   | 10.2 | 7.9  | 713                                                                      |
| 9.1                                                       | 10.3 | 10.8 | 11.6  | 5.3                                               | 5.3  | 5.3  | 4.4   |                                                         |       |      |       | 11.3                                                   | 9.1  | 7.8  | 508                                                                      |
| 7.0                                                       | 6.9  | 7.5  | 7.9   |                                                   |      |      |       |                                                         |       |      |       | 11.4                                                   | 10.5 | 9.5  | 534                                                                      |
|                                                           | 9.5  | 8.7  | 11.7  |                                                   |      |      |       |                                                         |       |      |       | 11.2                                                   | 10.1 | 9.4  | 534                                                                      |
| 2.9                                                       | 3.6  | 4.3  | 5.1   | 4.4                                               | 6.0  | 4.1  | 5.8   |                                                         |       |      |       | 14.5                                                   | 11.6 | 10.2 | 740                                                                      |
| 5.3                                                       | 5.7  | 6.2  | 7.0   | 6.2                                               | 6.7  | 4.1  | 1.7   |                                                         |       |      |       | 10.1                                                   | 11.4 | 11.4 | 621                                                                      |
| 14.1                                                      | 15.1 | 15.8 |       | 1.5                                               | 3.9  | 7.3  | 7.4   | 9.5*                                                    | 8.0   | 9.0* | 7.0*  | 9.3                                                    | 9.7  | 6.2  |                                                                          |
| 2.3                                                       | 3.1  | 3.9  | 5.0   | 8.4                                               | 5.8  | 6.7  |       | 13.0                                                    | 10.0  | 9.5  |       | 17.5                                                   | 11.4 | 11.5 | 1,345                                                                    |
| 9.1                                                       | 10.4 | 10.1 | 7.4   | 7.3                                               | 7.2  | 6.3  | 5.5   |                                                         |       |      |       | 11.3                                                   | 13.7 | 11.2 | 1,331                                                                    |
|                                                           |      |      |       | 5.9                                               | 6.8  |      |       |                                                         |       |      |       | 14.6                                                   | 12.5 | 11.1 | 690                                                                      |
| 18.5                                                      | 13.0 | 10.6 | 7.1   | 7.0                                               | 4.7  | 8.4  | 7.0   |                                                         |       |      |       | 11.3                                                   | 11.4 | 11.4 | 843                                                                      |
|                                                           |      | 5.5  | 5.4   |                                                   |      |      |       |                                                         |       |      |       | 10.4                                                   | 9.0  | 9.1  | 657                                                                      |
| 4.0                                                       | 4.7  | 5.6  | 6.5   | 18.4                                              | 17.8 | 18.1 | 14.2  |                                                         |       |      |       | 15.5                                                   | 12.5 | 10.2 | 1,244                                                                    |
| 11.3                                                      | 12.4 | 10.7 | 7.1   | 5.0                                               | 9.2  | 6.3  | 2.2   |                                                         |       |      |       | 14.4                                                   | 11.4 | 11.1 | 645                                                                      |
| 6.1                                                       | 6.3  | 6.4  | 3.5   | 5.6                                               | 5.4  | 6.1  | 3.3   |                                                         |       |      |       | 11.4                                                   | 9.3  | 7.4  | 445                                                                      |
| 15.6                                                      | 16.2 | 17.2 | 20.7  | 4.6                                               | 5.3  | 4.5  | 3.3   |                                                         |       |      |       | 13.7                                                   | 11.2 | 8.3  | 510                                                                      |
| 2.5                                                       | 3.2  | 3.9  | 4.9   | 5.9                                               | 5.6  | 6.4  | 7.3   |                                                         |       |      |       | 11.3                                                   | 9.0  | 9.0  | 611                                                                      |
| 22.6                                                      | 18.8 | 17.8 | 20.3  | 9.2                                               | 10.5 | 10.3 | 11.7  | 10.3*                                                   | 10.5  | 9.0* | 7.2*  | 16.7                                                   | 14.3 | 11.7 | 1,270                                                                    |
| 2.6                                                       | 3.2  | 3.9  | 5.0   | 8.5                                               | 8.8  | 8.5  | 12.7  |                                                         |       |      |       | 15.4                                                   | 12.5 | 11.1 | 714                                                                      |
|                                                           |      |      |       |                                                   |      |      |       | 12.0                                                    | 11.5  | 3.0  | 7.5   | 14.4                                                   | 12.3 | 10.5 | 622                                                                      |
| 9.2                                                       | 9.5  | 9.6  | 8.1   | 7.9                                               | 9.2  | 7.6  | 10.4  | 4.5                                                     | 7.5   | 7.0  | 8.0   | 11.7                                                   | 9.1  | 9.4  | 445                                                                      |
| 2.7                                                       | 3.3  | 3.9  | 5.0   | 7.5                                               | 6.8  | 6.3  | 8.9   |                                                         |       |      |       | 14.4                                                   | 12.7 | 11.7 | 730                                                                      |
| 13.8                                                      | 14.0 | 8.9  | 8.0   | 7.9                                               | 7.3  | 6.9  | 5.3   |                                                         |       |      |       | 13.4                                                   | 11.0 | 10.5 | 1,421                                                                    |
| 4.4                                                       | 5.1  | 5.8  | 6.6   | 2.3                                               | 3.8  | 3.3  | 4.5   |                                                         |       |      |       | 11.4                                                   | 10.2 | 9.2  | 641                                                                      |
| 3.5                                                       | 4.3  | 5.2  | 5.8   | 3.5                                               | 5.7  | 7.0  | 12.8  |                                                         |       |      |       | 13.4                                                   | 10.4 | 9.7  | 631                                                                      |
| 9.2                                                       | 10.7 | 11.4 |       | 3.4                                               | 7.1  | 6.3  |       |                                                         |       |      |       | 12.5                                                   | 10.4 | 9.0  | 414                                                                      |
| 6.2                                                       |      | 5.8  | 6.0   |                                                   |      |      |       |                                                         |       |      |       | 12.0                                                   | 9.8  | 7.5  | 436                                                                      |
|                                                           | 6.3  | 7.4  | 7.8   |                                                   |      |      |       |                                                         |       |      |       | 11.0                                                   | 9.4  | 9.0  | 473                                                                      |
| 4.4                                                       | 4.9  | 5.4  | 6.5   | 3.9                                               | 2.3  | 2.1  | 2.1   |                                                         |       |      |       | 13.2                                                   | 11.7 | 10.7 | 611                                                                      |
| 10.9                                                      | 11.8 | 12.6 | 5.5   | 7.1                                               | 8.8  | 8.3  | 11.5  |                                                         |       |      |       | 16.8                                                   | 13.8 | 11.0 | 1,552                                                                    |
|                                                           |      | 6.1  | 6.4   |                                                   |      |      |       |                                                         |       |      |       | 10.3                                                   | 9.2  | 8.1  | 420                                                                      |
| 11.2                                                      | 12.3 | 12.8 | 13.6  | 3.9                                               | 4.0  | 4.2  | 6.4   |                                                         |       |      |       | 12.0                                                   | 10.2 | 9.2  | 751                                                                      |
| 3.5                                                       | 4.5  | 5.5  | 6.5   | 3.6                                               | 3.0  | 2.7  | 1.4   |                                                         |       |      |       | 15.7                                                   | 14.1 | 12.0 | 921                                                                      |



| NAME OF INSTITUTION         | (1)<br>NOTES | (2)<br>RET. | (3)<br>INST.<br>CATE-<br>GORY | (4)<br>RATING OF<br>AVERAGE COMPENSATION<br>BY RANK |      |      |       | (5)<br>NUMBER OF FULL-TIME<br>FACULTY MEMBERS BY RANK |      |      |       | (6)<br>AVERAGE COMPENSATION<br>BY RANK<br>(NEAREST HUNDRED) |      |      |       |
|-----------------------------|--------------|-------------|-------------------------------|-----------------------------------------------------|------|------|-------|-------------------------------------------------------|------|------|-------|-------------------------------------------------------------|------|------|-------|
|                             |              |             |                               | PROF                                                | ASSO | ASST | INSTR | PROF                                                  | ASSO | ASST | INSTR | PROF                                                        | ASSO | ASST | INSTR |
|                             |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| GEORGIA (CONTINUED)         |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| GEORGIA SOUTHWESTERN COLL   |              |             | II                            | 9                                                   | 5    | 5    | 5     | 9                                                     | 10   | 82   | 27    | 14,7                                                        | 14,1 | 12,1 | 10,0  |
| GEORGIA STATE UNIVERSITY    |              |             | II                            | 4                                                   | 5    | 3    | 7     | 112                                                   | 134  | 258  | 71    | 14,4                                                        | 14,4 | 12,8 | 9,4   |
| KENNESAW JUNIOR COLLEGE     |              |             | III                           |                                                     | --   | 9    | 4     |                                                       | 3    | 25   | 27    |                                                             |      | 11,1 | 9,8   |
| MERCER UNIVERSITY           | V            |             | II                            | 8                                                   | 6    | 6    | 7     | 29                                                    | 21   | 27   | 24    | 15,3                                                        | 13,8 | 11,7 | 9,4   |
| MIDDLE GEORGIA COLLEGE      |              |             | III                           | 10                                                  | 10   | 10   | 10    | 12                                                    | 17   | 30   | 38    | 12,8                                                        | 11,5 | 10,5 | 9,0   |
| NORTH GEORGIA COLL          |              |             | II                            | 7                                                   | 8    | 9    | --    | 10                                                    | 16   | 28   | 5     | 10,2                                                        | 11,1 | 10,7 | --    |
| PAINE COLLEGE               | V            |             | II                            | --                                                  | 10   | 10   | 10    |                                                       | 10   | 15   | 17    |                                                             | 10,6 | 9,5  | 8,4   |
| REINHARDT COLLEGE           | V            |             | III                           | --                                                  | --   | 10   | --    | 1                                                     |      | 10   | 5     |                                                             |      | 9,9  | --    |
| SAVANNAH STATE COLL         |              |             | II                            | 9                                                   | 8    | 10   | 9     | 25                                                    | 16   | 31   | 17    | 14,3                                                        | 13,0 | 9,5  | 8,8   |
| SOUTH GEORGIA COLLEGE       |              |             | III                           | --                                                  | 10   | 10   | 10    | 2                                                     | 15   | 24   | 13    |                                                             | 11,1 | 10,1 | 8,9   |
| UNIVERSITY OF GEORGIA       |              |             | I                             | 8                                                   | 7    | 6    | 8     | 400                                                   | 351  | 527  | 202   | 20,2                                                        | 15,4 | 13,2 | 9,9   |
| VALDOSTA STATE COLLEGE      |              |             | II                            | 8                                                   | 8    | 8    | 8     | 30                                                    | 42   | 77   | 14    | 15,1                                                        | 12,7 | 10,9 | 9,1   |
| WESLEYAN COLLEGE            | V            |             | II                            | 10                                                  | 10   | 10   | --    | 18                                                    | 21   | 8    | 4     | 12,9                                                        | 10,4 | 9,6  | --    |
| WEST GEORGIA COLLEGE        |              |             | II                            | 5                                                   | 5    | 6    | 9     | 28                                                    | 36   | 118  | 52    | 17,1                                                        | 14,3 | 11,7 | 8,8   |
| HAWAII                      |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| CHARINADZ C OF HONOLULU     | V            |             | II                            | --                                                  | 10   | 9    | 10    |                                                       | 6    | 13   | 13    |                                                             | 11,8 | 10,6 | 9,6   |
| UNIVERSITY OF HAWAII        | V            |             | I                             | 3                                                   | 3    | 2    | 3     | 286                                                   | 235  | 370  | 177   | 24,4                                                        | 17,6 | 14,4 | 11,0  |
| IDAHO                       |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| BOISE STATE COLLEGE         |              |             | II                            | 8                                                   | 7    | 8    | 9     | 19                                                    | 49   | 112  | 57    | 15,1                                                        | 13,2 | 11,1 | 9,0   |
| NORTHWEST NAZARENE COLL     | V            |             | II                            | 10                                                  | 10   | 10   | --    | 22                                                    | 6    | 23   | 5     | 11,5                                                        | 10,1 | 8,3  | --    |
| ILLINOIS                    |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| AUGUSTANA COLLEGE           | V            |             | II                            | 6                                                   | 7    | 7    | 3     | 22                                                    | 21   | 24   | 25    | 16,5                                                        | 13,5 | 11,5 | 10,1  |
| BARAT COLLEGE               | V            |             | II                            | 6                                                   | 6    | 6    | 4     | 6                                                     | 6    | 10   | 12    | 16,6                                                        | 13,4 | 11,7 | 10,1  |
| BLACK HAWK COLL MAIN CAMP   | V            |             | III                           | 3                                                   | 3    | 3    | 3     | 6                                                     | 28   | 15   | 39    | 19,0                                                        | 16,1 | 14,0 | 11,4  |
| BLACK HAWK COLL EAST CAMP   | V            |             | III                           |                                                     | --   | --   | 5     |                                                       | 2    | 3    | 12    |                                                             |      | --   | 10,4  |
| BRADLEY UNIVERSITY          | V            |             | II                            | 5                                                   | 3    | 3    | 4     | 57                                                    | 75   | 124  | 60    | 17,3                                                        | 15,2 | 12,8 | 10,1  |
| CHICAGO STATE COLLEGE       | V            |             | II                            | 2                                                   | 2    | 3    | 4     | 39                                                    | 41   | 120  | 15    | 20,5                                                        | 16,2 | 12,9 | 10,1  |
| CITY COLLEGES OF CHICAGO    | V            |             | III                           | 2                                                   | 2    | 2    | 2     | 93                                                    | 243  | 505  | 243   | 20,9                                                        | 17,4 | 14,9 | 12,5  |
| COLLEGE OF ST FRANCIS       | V            |             | II                            | 9                                                   | --   | 3    | 9     | 6                                                     | 2    | 14   | 12    | 14,4                                                        |      | 10,6 | 9,1   |
| DE PAUL UNIVERSITY          | V            |             | II                            | 4                                                   | 3    | 3    | 3     | 40                                                    | 58   | 119  | 36    | 13,1                                                        | 15,3 | 12,5 | 10,4  |
| EASTERN ILL UNIV            | V            |             | II                            | 3                                                   | 2    | 3    | 5     | 107                                                   | 114  | 209  | 82    | 17,9                                                        | 16,5 | 12,8 | 9,2   |
| ELMHURST COLLEGE            | V            |             | II                            | 5                                                   | 5    | 5    | 7     | 15                                                    | 16   | 75   | 10    | 17,6                                                        | 14,5 | 11,8 | 9,5   |
| EUREKA COLLEGE              | V            |             | II                            | 8                                                   | 10   | 9    | --    | 7                                                     | 5    | 19   | 3     | 14,9                                                        | 11,7 | 10,5 | --    |
| GEORGE WILLIAMS COLLEGE     | V            |             | II                            | 3                                                   | 3    | 5    | --    | 7                                                     |      | 24   | 3     | 11,1                                                        | 15,3 | 12,1 | --    |
| GREENVILLE COLLEGE          | V            |             | II                            | 10                                                  | 10   | 10   | --    | 9                                                     | 21   | 16   | 4     | 12,2                                                        | 10,5 | 9,5  | --    |
| ILLINOIS COLLEGE            | V            |             | II                            | 7                                                   | 8    | 8    | --    | 9                                                     | 17   | 12   | 2     | 16,0                                                        | 12,4 | 10,7 | --    |
| ILLINOIS INST OF TECH       | V            |             | I                             | 6                                                   | 6    | 7    | 3     | 78                                                    | 41   | 86   | 55    | 21,5                                                        | 18,0 | 12,4 | 9,7   |
| ILLINOIS STATE UNIV         | V            |             | II                            | 3                                                   | 1    | 2    | 6     | 135                                                   | 155  | 116  | 122   | 20,2                                                        | 16,8 | 13,2 | 9,7   |
| ILLINOIS WESLEYAN UNIV      | V            |             | II                            | 6                                                   | 6    | 5    | 5     | 25                                                    | 27   | 52   | 11    | 16,7                                                        | 13,9 | 11,4 | 9,9   |
| KNOX COLLEGE                | V            |             | II                            | 1                                                   | 2    | 3    | 3     | 22                                                    | 20   | 31   | 21    | 23,5                                                        | 16,2 | 12,7 | 10,6  |
| LAKE FOREST COLLEGE         | V            |             | II                            | 1                                                   | 2    | 2    | 3     | 23                                                    | 19   | 31   | 14    | 24,0                                                        | 16,5 | 13,1 | 10,5  |
| LEWIS COLLEGE               | V            |             | II                            | 9                                                   | 8    | 9    | 6     | 9                                                     | 8    | 27   | 24    | 13,1                                                        | 11,0 | 10,6 | 9,7   |
| LINCOLN COLLEGE             | V            |             | III                           | --                                                  | 9    | 9    | 10    | 1                                                     | 8    | 8    | 21    |                                                             | 12,9 | 11,2 | 9,9   |
| LOYOLA UNIVERSITY           | PNA V        |             | I                             | 6                                                   | 3    | 4    | 5     | 16                                                    | 13   | 26   | 4     | 16,4                                                        | 15,1 | 12,4 | 9,8   |
| MAC MURRAY COLLEGE          | V            |             | II                            | 7                                                   | 6    | 7    | 8     | 10                                                    | 23   | 33   | 24    | 16,3                                                        | 13,7 | 11,3 | 8,3   |
| MILLIKIN UNIVERSITY         | V            |             | II                            | 4                                                   | 3    | 3    | 2     | 18                                                    | 16   | 24   | 20    | 14,6                                                        | 15,2 | 12,9 | 10,6  |
| MONMOUTH COLLEGE            | V            |             | II                            | --                                                  | --   | 10   | 10    | 3                                                     | 5    | 12   | 11    |                                                             |      | 10,7 | 9,2   |
| MONTICELLO COLLEGE          | V            |             | III                           | --                                                  | --   | 10   | 10    |                                                       |      |      |       |                                                             |      |      |       |
| NORTH CENTRAL COLLEGE       | V            |             | II                            | 8                                                   | 6    | 5    | 3     | 14                                                    | 14   | 20   | 12    | 15,5                                                        | 14,0 | 12,2 | 10,4  |
| NORTH PARK COLLEGE          | V            |             | II                            | 8                                                   | 9    | 10   | 10    | 14                                                    | 15   | 26   | 14    | 15,6                                                        | 13,4 | 10,2 | 9,5   |
| NORTHEASTERN ILL ST COLL    | V            |             | II                            | 3                                                   | 3    | 3    | 3     | 56                                                    | 69   | 110  | 40    | 12,8                                                        | 15,4 | 12,5 | 10,3  |
| NO BAPTIST THEOL SEM        | V            |             | II                            | --                                                  | --   | --   | --    |                                                       |      |      |       |                                                             |      |      |       |
| NORTHERN ILLINOIS UNIV      | V            |             | I                             | 7                                                   | 4    | 5    | 9     | 243                                                   | 251  | 374  | 155   | 20,4                                                        | 17,0 | 13,4 | 9,6   |
| NORTHWESTERN UNIVERSITY     | V            |             | I                             | 2                                                   | 3    | 1    | 2     | 116                                                   | 172  | 174  | 64    | 25,7                                                        | 17,6 | 14,6 | 11,2  |
| QUINCY COLLEGE              | V            |             | II                            | --                                                  | 7    | 7    | 7     | 3                                                     | 13   | 25   | 17    |                                                             | 13,1 | 11,4 | 9,4   |
| ROBERT MORRIS COLLEGE       | V            |             | III                           | --                                                  | --   | 9    | 2     |                                                       | 2    | 11   | 7     |                                                             |      | 10,3 | 9,8   |
| ROCKFORD COLLEGE            | V            |             | II                            | 6                                                   | --   | 7    | 6     | 17                                                    | 4    | 24   | 13    | 16,9                                                        |      | 11,3 | 9,7   |
| ROOSEVELT UNIVERSITY        | V            |             | II                            | 4                                                   | 3    | 3    | 6     | 56                                                    | 59   | 50   | 26    | 11,5                                                        | 15,1 | 11,3 | 8,7   |
| ROSARY COLLEGE              | V            |             | II                            | 10                                                  | 10   | 10   | 4     | 7                                                     | 7    | 16   | 10    | 11,8                                                        | 11,5 | 10,2 | 9,2   |
| ST PROCOPIUS COLLEGE        | V            |             | II                            | --                                                  | 5    | 7    | 5     | 3                                                     | 15   | 19   | 4     |                                                             | 14,1 | 11,5 | 9,9   |
| SAINT XAVIER COLLEGE        | V            |             | II                            | --                                                  | 9    | 8    | 6     | 5                                                     | 9    | 26   | 4     |                                                             | 12,1 | 11,2 | 9,2   |
| SANGAMON STATE UNIV         | V            |             | II                            | --                                                  | 1    | 2    | --    | 5                                                     | 17   | 16   |       |                                                             | 16,6 | 13,4 |       |
| SAUK VALLEY COLLEGE         | V            |             | III                           | --                                                  | --   | 6    | 5     | 1                                                     | 5    | 11   | 11    |                                                             |      | 12,3 | 10,4  |
| SCH ART INST OF CHICAGO     | V            |             | III                           | --                                                  | 10   | 10   | 10    | 3                                                     | 20   | 23   | 15    |                                                             | 11,7 | 9,5  | 8,5   |
| SO ILL UNIV AT CARBONDALE   | V            |             | I                             | 7                                                   | 6    | 5    | 6     | 198                                                   | 184  | 210  | 242   | 23,5                                                        | 16,1 | 13,4 | 10,1  |
| SO ILL UNIV AT EDWARDSVILLE | V            |             | II                            | 3                                                   | 2    | 2    | 3     | 20                                                    | 134  | 115  | 102   | 13,8                                                        | 15,3 | 13,3 | 10,4  |
| SPERTUS COLL OF JUDAICA     | V            |             | II                            | --                                                  | --   | --   | --    | 3                                                     | 2    | 4    | 1     |                                                             |      | --   | --    |
| UNIVERSITY OF CHICAGO       | V            |             | I                             | 1                                                   | 1    | 2    | 1     | 194                                                   | 144  | 234  | 54    | 26,6                                                        | 18,5 | 14,4 | 11,7  |
| UNIVERSITY OF ILLINOIS      | V            |             | I                             | 5                                                   | 6    | 6    | 4     | 1,101                                                 | 771  | 920  | 418   | 22,2                                                        | 16,1 | 13,1 | 10,0  |
| UNIVERSITY OF ILLINOIS      | V            |             | I                             | 5                                                   | 6    | 6    | 4     | 1,101                                                 | 771  | 920  | 418   | 22,2                                                        | 16,1 | 13,1 | 10,0  |
| UNIVERSITY OF ILLINOIS      | V            |             | I                             | 5                                                   | 6    | 6    | 4     | 1,101                                                 | 771  | 920  | 418   | 22,2                                                        | 16,1 | 13,1 | 10,0  |
| UNIVERSITY OF ILLINOIS      | V            |             | I                             | 5                                                   | 6    | 6    | 4     | 1,101                                                 | 771  | 920  | 418   | 22,2                                                        | 16,1 | 13,1 | 10,0  |
| UNIVERSITY OF ILLINOIS      | V            |             | I                             | 5                                                   | 6    | 6    | 4     | 1,101                                                 | 771  | 920  | 418   | 22,2                                                        | 16,1 | 13,1 | 10,0  |
| UNIVERSITY OF ILLINOIS      | V            |             | I                             | 5                                                   | 6    | 6    | 4     | 1,101                                                 | 771  | 920  | 418   | 22,2                                                        | 16,1 | 13,1 | 10,0  |
| UNIVERSITY OF ILLINOIS      | V            |             | I                             | 5                                                   | 6    | 6    | 4     | 1,101                                                 | 771  | 920  | 418   | 22,2                                                        | 16,1 | 13,1 | 10,0  |
| UNIVERSITY OF ILLINOIS      | V            |             | I                             | 5                                                   | 6    | 6    | 4     | 1,101                                                 | 771  | 920  | 418   | 22,2                                                        | 16,1 | 13,1 | 10,0  |
| UNIVERSITY OF ILLINOIS      | V            |             | I                             | 5                                                   | 6    | 6    | 4     | 1,101                                                 | 771  | 920  | 418   | 22,2                                                        | 16,1 | 13,1 | 10,0  |
| UNIVERSITY OF ILLINOIS      | V            |             | I                             | 5                                                   | 6    | 6    | 4     | 1,101                                                 | 771  | 920  | 418   | 22,2                                                        | 16,1 | 13,1 | 10,0  |
| UNIVERSITY OF ILLINOIS      | V            |             | I                             | 5                                                   | 6    | 6    | 4     | 1,101                                                 | 771  | 920  | 418   | 22,2                                                        | 16,1 | 13,1 | 10,0  |
| UNIVERSITY OF ILLINOIS      | V            |             | I                             | 5                                                   | 6    | 6    | 4     | 1,101                                                 | 771  | 920  | 418   | 22,2                                                        | 16,1 | 13,1 | 10,0  |
| UNIVERSITY OF ILLINOIS      | V            |             | I                             | 5                                                   | 6    | 6    | 4     | 1,101                                                 | 771  | 920  | 418   | 22,2                                                        | 16,1 | 13,1 | 10,0  |
| UNIVERSITY OF ILLINOIS      | V            |             | I                             | 5                                                   | 6    | 6    | 4     | 1,101                                                 | 771  | 920  | 418   | 22,2                                                        | 16,1 | 13,1 | 10,0  |
| UNIVERSITY OF ILLINOIS      | V            |             | I                             | 5                                                   | 6    | 6    | 4     | 1,101                                                 | 771  | 920  | 418   | 22,2                                                        | 16,1 | 13,1 | 10,0  |
| UNIVERSITY OF ILLINOIS      | V            |             | I                             | 5                                                   | 6    | 6    | 4     | 1,101                                                 | 771  | 920  | 418   | 22,2                                                        | 16,1 | 13,1 | 10,0  |
| UNIVERSITY OF ILLINOIS      | V            |             | I                             | 5                                                   | 6    | 6    | 4     | 1,101                                                 | 771  | 920  | 418   | 22,2                                                        | 16,1 | 13,1 | 10,0  |
| UNIVERSITY OF ILLINOIS      | V            |             | I                             | 5                                                   | 6    | 6    | 4     | 1,101                                                 | 771  | 920  | 418   | 22,2                                                        | 16,1 | 13,1 | 10,0  |
| UNIVERSITY OF ILLINOIS      | V            |             | I                             | 5                                                   | 6    | 6    | 4     | 1,101                                                 | 771  | 920  | 418   | 22,2                                                        | 16,1 | 13,1 | 10,0  |
| UNIVERSITY OF ILLINOIS      | V            |             | I                             | 5                                                   | 6    | 6    | 4     | 1,101                                                 | 771  | 920  | 418   | 22,2                                                        | 16,1 | 13,1 | 10,0  |
| UNIVERSITY OF ILLINOIS      | V            |             | I                             | 5                                                   | 6    | 6    | 4     | 1,101                                                 | 771  | 920  | 418   | 22,2                                                        | 16,1 | 13,1 | 10,0  |
| UNIVERSITY OF ILLINOIS      | V            |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |

| (7)<br>FRINGE BENEFITS<br>AS PERCENT OF<br>AVERAGE SALARY |      |      |      | (8)<br>ACTUAL<br>PERCENTAGE INCREASE<br>IN SALARY |      |      |      | (9)<br>ANNOUNCED<br>MINIMUM SALARY<br>(NEAREST HUNDRED) |       |      |      | (10)<br>SALARY<br>DISTRIBUTION<br>(ALL RATES COMBINED) |      |      | (11)<br>FULL-TIME<br>FACULTY<br>CORP./FULL TIME<br>STUDENT<br>EQUIVALENT |
|-----------------------------------------------------------|------|------|------|---------------------------------------------------|------|------|------|---------------------------------------------------------|-------|------|------|--------------------------------------------------------|------|------|--------------------------------------------------------------------------|
| PROF                                                      | ASSO | ASST | INST | PROF                                              | ASSO | ASST | INST | PROF                                                    | ASSO  | ASST | INST | HQ                                                     | MDR  | LO   |                                                                          |
| 4.3                                                       | 4.5  | 5.2  | 6.2  | 3.5                                               | 2.9  | 3.7  | 4.1  |                                                         |       |      |      | 12.5                                                   | 11.3 | 9.9  | 701                                                                      |
| 2.8                                                       | 3.6  | 4.1  | 4.9  | 5.2                                               | 4.8  | 6.9  | 4.3  |                                                         |       |      |      | 15.4                                                   | 13.8 | 11.4 | 770                                                                      |
|                                                           |      | 4.9  | 5.6  |                                                   |      | 4.0  | 4.5  |                                                         |       |      |      | 10.3                                                   | 9.9  | 4.2  | 509                                                                      |
| 17.0                                                      | 17.5 | 18.3 | 19.3 | 7.1                                               | 5.5  | 7.2  | 4.6  |                                                         |       |      |      | 12.3                                                   | 10.6 | 4.1  | 710                                                                      |
| 5.0                                                       | 5.5  | 6.0  | 6.6  | 3.5                                               | 3.9  | 3.4  | 4.0  |                                                         |       |      |      | 10.8                                                   | 9.0  | 4.6  | 431                                                                      |
| 3.9                                                       | 4.3  | 5.9  |      | 2.4                                               | 2.9  | 2.7  |      |                                                         |       |      |      | 11.1                                                   | 11.7 | 9.7  | 514                                                                      |
|                                                           | 10.9 | 9.8  | 9.5  |                                                   |      | 7.3  |      |                                                         |       |      |      | 9.1                                                    | 4.6  | 7.7  | 583                                                                      |
|                                                           |      | 12.5 |      |                                                   |      |      |      |                                                         |       | 7.0  |      | 9.2                                                    | 4.6  | 7.6  | 435                                                                      |
| 4.4                                                       | 4.7  | 6.3  | 6.5  | 9.5                                               | 11.4 | 10.2 | 16.4 |                                                         |       |      |      | 13.1                                                   | 10.5 | 4.1  | 463                                                                      |
|                                                           | 7.1  | 6.5  | 6.4  |                                                   | 2.5  | 3.9  | 4.2  |                                                         |       |      |      | 13.6                                                   | 4.6  | 4.7  | 514                                                                      |
| 3.1                                                       | 4.1  | 4.9  | 6.2  |                                                   |      |      |      |                                                         |       |      |      | 15.1                                                   | 13.4 | 11.8 | 1,497                                                                    |
| 4.2                                                       | 5.1  | 5.9  | 6.5  | 2.6                                               | 3.3  | 3.3  | 3.4  |                                                         |       |      |      | 12.6                                                   | 11.1 | 10.0 |                                                                          |
| 14.5                                                      | 16.8 | 10.8 |      |                                                   |      |      |      |                                                         |       |      |      | 11.1                                                   | 9.3  | 4.1  | 1,282                                                                    |
| 3.6                                                       | 4.4  | 5.3  | 6.4  | 3.0                                               | 3.0  | 3.5  | 3.3  |                                                         |       |      |      | 12.8                                                   | 11.0 | 3.5  | 654                                                                      |
|                                                           |      |      |      |                                                   |      |      |      |                                                         |       |      |      |                                                        |      |      |                                                                          |
|                                                           | 8.7  | 10.8 | 8.5  |                                                   | 10.9 | 10.3 | 11.1 |                                                         | 10.3* | 8.4  | 6.9  | 10.3                                                   | 3.3  | 1.4  | 334                                                                      |
| 15.0                                                      | 16.3 | 17.3 | 18.9 | 11.7                                              | 12.2 | 12.3 | 12.7 | 16.6                                                    | 12.6  | 9.6  | 7.6  | 17.3                                                   | 13.7 | 11.7 | 942                                                                      |
|                                                           |      |      |      |                                                   |      |      |      |                                                         |       |      |      |                                                        |      |      |                                                                          |
| 5.0                                                       | 5.5  | 6.3  | 7.2  | 6.0                                               | 5.8  | 6.6  | 7.9  |                                                         |       |      |      | 12.1                                                   | 10.6 | 9.2  | 415                                                                      |
| 12.0                                                      | 13.5 | 11.9 |      | 4.1                                               | 3.0  | 4.3  |      |                                                         |       |      |      | 10.2                                                   | 4.0  | 7.4  | 536                                                                      |
|                                                           |      |      |      |                                                   |      |      |      |                                                         |       |      |      |                                                        |      |      |                                                                          |
| 12.2                                                      | 13.7 | 14.6 | 15.3 | 8.8                                               | 9.2  | 8.3  | 6.9  |                                                         | 13.0  | 11.0 | 9.0  | 11.0                                                   | 10.5 | 9.1  | 623                                                                      |
| 9.8                                                       | 9.4  | 9.4  | 10.3 | 7.0                                               | 7.0  | 10.5 | 12.9 |                                                         |       |      |      | 13.4                                                   | 10.5 | 7.3  |                                                                          |
| 13.8                                                      | 14.1 | 14.3 | 14.7 | 16.7                                              | 14.7 | 15.3 | 14.6 |                                                         |       |      |      | 13.7                                                   | 12.1 | 11.5 | 556                                                                      |
|                                                           |      |      | 14.9 |                                                   |      |      | 14.7 |                                                         |       |      |      | 10.4                                                   | 3.6  | 7.5  | 545                                                                      |
| 10.1                                                      | 9.5  | 9.6  | 9.6  |                                                   |      |      |      |                                                         |       |      |      | 13.7                                                   | 12.2 | 10.4 | 332                                                                      |
| 11.1                                                      | 11.2 | 11.2 | 11.2 | 7.5                                               | 8.6  | 6.9  | 8.3  |                                                         |       |      |      | 14.2                                                   | 12.2 | 10.7 | 762                                                                      |
| 16.8                                                      | 16.9 | 17.2 | 17.5 | 5.2                                               | 6.0  | 6.5  | 6.3  | 13.1                                                    | 11.7  | 10.3 | 8.3  | 15.4                                                   | 12.8 | 11.4 | 777                                                                      |
| 9.5                                                       |      | 8.6  | 8.0  | 8.8                                               |      | 11.3 | 11.4 | 11.0                                                    |       | 8.8  | 7.7  | 11.3                                                   | 4.6  | 4.5  | 437                                                                      |
| 12.2                                                      | 11.8 | 11.5 | 9.9  | 8.0                                               | 7.8  | 9.2  | 9.3  |                                                         |       |      |      | 14.2                                                   | 12.0 | 10.6 |                                                                          |
| 11.1                                                      | 11.2 | 11.3 | 11.4 | 7.3                                               | 7.4  | 8.5  | 7.3  |                                                         |       |      |      | 15.7                                                   | 13.0 | 10.4 | 314                                                                      |
| 10.6                                                      | 11.0 | 9.6  | 7.2  | 8.7                                               | 8.1  | 9.3  | 9.1  | 13.0                                                    | 12.0  | 9.0  | 7.3  | 12.9                                                   | 11.0 | 10.0 | 461                                                                      |
| 10.9                                                      | 12.6 | 13.2 |      | 8.6                                               | 6.5  | 5.7  |      |                                                         |       |      |      | 10.8                                                   | 3.3  | 3.6  | 740                                                                      |
| 11.1                                                      | 11.9 | 13.2 |      | 20.5                                              | 15.5 | 7.1  |      | 15.6                                                    | 11.8  | 9.6  |      | 14.5                                                   | 11.3 | 10.4 | 320                                                                      |
| 12.4                                                      | 13.7 | 13.9 |      | 9.1                                               | 10.3 | 10.1 |      | 10.3                                                    | 4.9   | 7.6  |      | 7.8                                                    | 4.4  | 4.5  | 645                                                                      |
| 10.3                                                      | 10.3 | 9.1  |      | 7.9                                               | 7.2  | 6.3  |      | 14.0                                                    | 10.0  | 4.0  |      | 12.0                                                   | 11.0 | 10.2 |                                                                          |
| 12.0                                                      | 13.6 | 13.8 | 7.2  | 4.2                                               | 6.2  | 6.9  | 7.1  |                                                         |       |      |      | 16.1                                                   | 12.4 | 10.5 | 1,300                                                                    |
| 11.2                                                      | 11.3 | 11.1 | 11.3 | 6.5                                               | 7.5  | 8.1  | 5.9  |                                                         |       |      |      | 15.8                                                   | 12.0 | 11.4 | 674                                                                      |
| 17.9                                                      | 17.6 | 17.2 | 14.3 | 7.7                                               | 7.9  | 7.3  | 7.4  |                                                         |       |      |      | 12.4                                                   | 11.5 | 4.4  | 315                                                                      |
| 17.6                                                      | 18.7 | 10.4 | 8.9  | 4.9                                               | 9.1  | 10.3 | 7.9  | 16.3                                                    | 12.0  | 10.0 | 7.0  | 16.0                                                   | 12.5 | 10.0 | 1,032                                                                    |
| 21.5                                                      | 21.9 | 16.4 | 14.8 | 5.7                                               | 9.0  | 11.0 | 6.1  | 14.0                                                    | 12.5  | 3.5  | 7.0  | 16.0                                                   | 12.5 | 10.3 | 1,114                                                                    |
| 7.9                                                       | 9.0  | 8.9  | 6.8  | 15.9                                              | 19.6 | 14.1 | 13.7 |                                                         |       |      |      | 10.6                                                   | 3.5  | 4.7  | 453                                                                      |
|                                                           | 20.4 | 18.5 | 12.8 |                                                   | 5.4  | 7.7  | 4.1  |                                                         |       |      |      | 10.4                                                   | 4.0  | 4.1  | 641                                                                      |
|                                                           |      |      |      |                                                   |      |      |      |                                                         |       |      |      |                                                        |      |      |                                                                          |
| 12.4                                                      | 11.7 | 11.6 | 9.1  | 5.8                                               | 7.0  | 8.0  | 9.1  |                                                         |       |      |      | 14.0                                                   | 12.5 | 10.0 | 464                                                                      |
| 9.3                                                       | 10.5 | 11.3 | 12.1 | 10.4                                              | 10.7 | 11.0 | 7.1  |                                                         |       |      |      | 11.7                                                   | 10.3 | 3.3  | 332                                                                      |
| 14.2                                                      | 12.7 | 10.0 | 10.0 | 7.1                                               | 10.8 | 11.3 | 10.2 |                                                         |       |      |      | 14.0                                                   | 12.4 | 10.6 | 937                                                                      |
|                                                           |      | 10.9 | 9.7  |                                                   |      | 8.3  | 6.6  |                                                         |       |      |      | 11.0                                                   | 9.5  | 7.4  | 671                                                                      |
| 12.5                                                      | 10.8 | 11.1 | 9.9  | 7.4                                               | 8.0  | 9.4  | 7.5  |                                                         |       |      |      | 11.0                                                   | 11.0 | 10.2 | 332                                                                      |
| 16.2                                                      | 15.7 | 14.1 | 11.2 | 5.6                                               | 6.2  | 6.4  | 6.2  | 10.5                                                    | 3.5   | 3.0  | 7.5  | 10.7                                                   | 3.5  | 4.2  | 720                                                                      |
| 11.2                                                      | 11.3 | 11.4 | 11.5 | 8.2                                               | 9.1  | 10.3 | 11.2 |                                                         |       |      |      | 12.0                                                   | 12.0 | 10.3 | 717                                                                      |
|                                                           |      |      |      |                                                   |      |      |      |                                                         |       |      |      |                                                        |      |      |                                                                          |
| 11.2                                                      | 11.2 | 11.3 | 11.5 | 7.6                                               | 7.9  | 7.3  | 6.8  | 1.1                                                     | 3.0   | 4    | 6    | 16.0                                                   | 13.1 | 11.1 | 511                                                                      |
| 12.8                                                      | 13.9 | 14.5 | 15.5 | 6.3                                               | 6.9  | 7.7  | 7.2  |                                                         |       |      |      | 21.5                                                   | 16.3 | 12.4 | 1,412                                                                    |
|                                                           | 8.2  | 8.2  | 6.7  |                                                   | 8.9  | 7.6  | 12.2 |                                                         |       |      |      | 11.7                                                   | 10.4 | 9.5  |                                                                          |
|                                                           |      | 8.5  | 7.6  |                                                   |      | 9.3  | 7.4  |                                                         |       |      |      | 10.5                                                   | 3.7  | 3.7  | 363                                                                      |
| 9.3                                                       |      | 11.0 | 12.0 | 8.6                                               |      | 7.1  | 23.8 |                                                         |       |      |      | 12.4                                                   | 10.4 | 9.4  | 1,017                                                                    |
| 19.8                                                      | 21.5 | 22.4 | 17.0 | 6.7                                               | 6.7  | 9.4  | 3.4  | 12.2*                                                   | 10.1* | 4.0  | 6.3  | 14.1                                                   | 12.3 | 10.3 | 633                                                                      |
| 9.5                                                       | 10.8 | 8.1  | 7.2  | 14.6                                              | 10.9 | 11.3 | 10.7 |                                                         |       |      |      | 10.2                                                   | 4.6  | 9.4  |                                                                          |
|                                                           | 10.3 | 11.1 | 11.7 |                                                   | 16.1 | 12.9 | 14.3 |                                                         | 10.7  | 8.7  | 4.2  | 12.6                                                   | 10.2 | 9.4  | 620                                                                      |
|                                                           | 10.8 | 11.0 | 11.3 |                                                   | 13.8 | 11.1 | 13.5 |                                                         |       |      |      | 11.5                                                   | 10.2 | 3.4  |                                                                          |
|                                                           | 10.9 | 10.9 |      |                                                   |      |      |      |                                                         |       |      |      | 16.1                                                   | 14.0 | 12.3 | 943                                                                      |
|                                                           |      | 13.8 | 15.0 |                                                   |      | 8.3  | 11.1 |                                                         |       | 3.0  | 7.4  | 11.7                                                   | 10.4 | 4.7  | 565                                                                      |
|                                                           | 4.8  | 5.5  | 5.9  |                                                   | 8.2  | 10.1 | 13.5 |                                                         | 7.2   | 6.0* | 5.1  | 10.3                                                   | 4.3  | 4.4  | 644                                                                      |
| 11.2                                                      | 11.3 | 11.3 | 11.3 | 6.5                                               | 7.3  | 7.5  | 7.4  |                                                         |       |      |      | 15.4                                                   | 12.7 | 10.4 | 645                                                                      |
| 11.1                                                      | 11.3 | 11.3 | 11.4 | 6.3                                               | 6.8  | 7.1  | 7.3  |                                                         |       |      |      | 15.1                                                   | 12.4 | 10.6 | 622                                                                      |
|                                                           |      |      |      |                                                   |      |      |      |                                                         |       |      |      |                                                        |      |      |                                                                          |
| 14.3                                                      | 14.4 | 14.5 | 14.5 |                                                   |      |      |      |                                                         |       |      |      | 22.5                                                   | 17.6 | 11.0 | 1,284                                                                    |
| 11.2                                                      | 11.2 | 11.3 | 11.4 |                                                   |      |      |      | 14.0                                                    | 11.0  | 4.0  | 7.3  | 14.0                                                   | 14.2 | 11.6 |                                                                          |
| 11.3                                                      | 11.3 | 11.3 | 11.3 | 7.0                                               | 7.6  | 7.5  | 7.1  |                                                         |       |      |      | 14.4                                                   | 12.1 | 10.3 | 633                                                                      |
| 10.4                                                      | 11.7 | 10.5 | 8.9  | 6.9                                               | 7.4  | 7.3  | 9.0  |                                                         |       |      |      | 13.4                                                   | 10.8 | 9.5  | 327                                                                      |
|                                                           | 15.1 | 15.4 | 15.7 |                                                   | 9.5  | 9.5  | 9.5  |                                                         | 12.7  | 3.2  | 4.5  | 14.6                                                   | 12.4 | 10.4 | 474                                                                      |
|                                                           |      |      |      |                                                   |      |      |      |                                                         |       |      |      |                                                        |      |      |                                                                          |
| 6.4                                                       | 7.6  | 7.5  | 7.7  | 7.7                                               | 7.5  | 7.5  | 8.1  | 14.9                                                    | 12.5  | 4.9  | 7.0* | 14.8                                                   | 13.0 | 10.4 | 413                                                                      |
|                                                           | 9.2  | 10.2 | 11.4 |                                                   | 10.5 | 7.5  | 6.4  |                                                         | 7.4   | 7.0  | 7.3  | 3.6                                                    | 4.3  | 7.4  | 504                                                                      |
| 15.0                                                      | 15.0 | 13.6 | 10.2 | 6.1                                               | 6.7  | 7.3  | 6.6  |                                                         |       |      |      | 15.6                                                   | 12.2 | 10.6 | 445                                                                      |
| 23.4                                                      | 20.7 | 14.7 | 9.2  | 8.0                                               | 24.4 | 6.9  | 6.4  |                                                         |       |      |      | 11.4                                                   | 11.0 | 10.0 | 1,031                                                                    |
| 16.5                                                      | 16.3 | 11.4 | 7.8  | 5.3                                               | 6.3  | 3.4  | 12.7 |                                                         |       |      |      | 14.2                                                   | 11.3 | 9.7  | 433                                                                      |
| 12.2                                                      | 12.1 | 11.5 |      | 11.7                                              | 11.3 | 14.1 |      |                                                         |       |      |      | 11.6                                                   | 11.2 | 4.1  | 614                                                                      |
| 18.4                                                      | 13.6 | 9.0  | 6.6  | 7.2                                               | 7.3  | 7.5  | 7.2  |                                                         |       |      |      | 16.7                                                   | 12.4 | 11.0 | 1,034                                                                    |
|                                                           | 11.2 | 8.4  | 11.4 |                                                   | 5.0  | 6.1  | 7.1  |                                                         | 9.7   | 8.1  | 7.1* | 10.4                                                   | 4.2  | 3.4  | 505                                                                      |
|                                                           |      |      |      |                                                   |      |      |      |                                                         |       |      |      |                                                        |      |      |                                                                          |
| 13.3                                                      | 12.3 | 10.5 | 3.7  | 8.9                                               | 7.7  | 7.9  | 7.7  |                                                         |       |      |      | 14.6                                                   | 12.5 | 10.5 | 716                                                                      |
| 16.5                                                      | 17.5 | 18.4 | 16.9 |                                                   |      |      |      |                                                         |       |      |      | 17.1                                                   | 14.1 | 11.7 | 434                                                                      |
|                                                           | 17.5 | 18.1 |      |                                                   |      |      |      |                                                         |       |      |      | 12.8                                                   | 10.3 | 9.9  | 511                                                                      |
| 16.5                                                      | 17.5 | 18.4 | 17.0 |                                                   |      |      |      |                                                         |       |      |      | 14.0                                                   | 12.0 | 10.5 | 932                                                                      |
|                                                           |      | 19.4 |      |                                                   |      |      |      |                                                         |       |      |      | 11.4                                                   | 11.0 | 3.4  | 415                                                                      |
| 16.5                                                      | 17.5 | 18.4 |      |                                                   |      |      |      |                                                         |       |      |      | 13.2                                                   | 11.9 | 11.0 | 512                                                                      |
| 16.6                                                      | 17.5 | 18.4 |      |                                                   |      |      |      |                                                         |       |      |      | 13.0                                                   | 11.7 | 10.4 | 416                                                                      |
|                                                           | 17.5 | 18.4 |      |                                                   |      |      |      |                                                         |       |      |      | 12.4                                                   | 11.2 | 10.1 | 464                                                                      |
| 11.0                                                      | 11.2 | 10.2 | 7.8  | 7.3                                               | 8.2  | 7.4  | 4.1  | 11.0                                                    | 10.5  | 8.5  | 7.0  | 13.0                                                   | 11.4 | 9.3  | 407                                                                      |
|                                                           |      | 11.8 | 10.0 |                                                   |      | 7.0  | 4.8  |                                                         |       | 4.4  | 7.6  | 9.9                                                    | 9.0  | 4.5  | 354                                                                      |
| 16.7                                                      | 16.5 | 16.7 | 8.6  | 6.6                                               | 7.9  | 7.5  | 6.2  |                                                         |       |      |      | 17.5                                                   | 15.3 | 11.3 | 473                                                                      |
| 17.2                                                      | 17.5 | 16.6 | 8.6  | 7.2                                               | 6.9  | 7.1  | 7.6  |                                                         |       |      |      | 13.4                                                   | 11.7 | 10.5 | 750                                                                      |
|                                                           | 15.5 | 16.7 | 8.2  |                                                   | 5.6  | 6.9  | 7.6  |                                                         |       |      |      | 13.1                                                   | 11.4 | 10.8 | 816                                                                      |
|                                                           | 16.8 | 16.4 | 10.3 |                                                   | 7.2  | 4.3  | 6.3  |                                                         |       |      |      | 13.0                                                   | 11.7 | 10.7 | 536                                                                      |
|                                                           | 19.1 | 15.8 | 6.1  |                                                   | 6.8  | 7.5  | 7.8  |                                                         |       |      |      | 12.8                                                   | 11.6 | 10.0 | 574                                                                      |
| 12.2                                                      | 12.3 | 12.8 |      | 6.7                                               | 7.3  | 7.9  |      |                                                         |       |      |      | 15.0                                                   | 13.5 | 12.4 | 875                                                                      |

| NAME OF INSTITUTION         | (1)<br>NOTES | (2)<br>RET. | (3)<br>INST.<br>CATE-<br>GORY | (4)<br>RATING OF<br>AVERAGE COMPENSATION<br>BY RANK |      |      |       | (5)<br>NUMBER OF FULL-TIME<br>FACULTY MEMBERS BY RANK |      |      |       | (6)<br>AVERAGE COMPENSATION<br>BY RANK<br>(NEAREST HUNDRED) |      |      |       |
|-----------------------------|--------------|-------------|-------------------------------|-----------------------------------------------------|------|------|-------|-------------------------------------------------------|------|------|-------|-------------------------------------------------------------|------|------|-------|
|                             |              |             |                               | PROF                                                | ASSO | ASST | INSTR | PROF                                                  | ASSO | ASST | INSTR | PROF                                                        | ASSO | ASST | INSTR |
|                             |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| INDIANA (CONTINUED)         |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| SAINT JOSEPH'S COLLEGE      | V            |             | II                            | --                                                  | 3    | 4    | --    | 1                                                     | 19   | 21   | 4     | ----                                                        | 15,2 | 12,5 | ----  |
| ST JOSEPH'S COLL-CALU MET   | V            |             | II                            | --                                                  | 9    | 10   | --    | 3                                                     | 10   | 12   | 4     | ----                                                        | 12,2 | 10,0 | ----  |
| SAINT MARY-OF-THE-WOODS C   | V            |             | II                            |                                                     | --   |      |       | 6                                                     | 4    | 7    | 17    | 11,4                                                        | ---- | 9,1  | 8,4   |
| SAINT MARY'S COLLEGE        | V            |             | II                            | 4                                                   | 6    | 7    | 7     | 16                                                    | 22   | 37   | 22    | 18,6                                                        | 13,8 | 11,4 | 9,4   |
| TAYLOR UNIVERSITY           | V            |             | II                            | 10                                                  | 10   | 9    | 8     | 16                                                    | 17   | 36   | 6     | 13,3                                                        | 11,6 | 10,6 | 9,2   |
| TRI-STATE COLLEGE           | V            |             | II                            | 9                                                   | 8    | 7    | 9     | 16                                                    | 21   | 48   | 16    | 14,6                                                        | 13,0 | 11,4 | 8,9   |
| UNIVERSITY OF EVANSVILLE    | V            |             | II                            | 7                                                   | 8    | 8    | 8     | 28                                                    | 32   | 63   | 34    | 16,1                                                        | 12,7 | 11,0 | 9,1   |
| UNIVERSITY OF NOTRE DAME    | V            |             | I                             | 8                                                   | 7    | 8    | 10    | 157                                                   | 153  | 162  | 29    | 20,3                                                        | 15,5 | 12,6 | 8,9   |
| VALPARAISO UNIVERSITY       | V            |             | II                            | 9                                                   | 8    | 8    | 10    | 67                                                    | 45   | 81   | 39    | 14,7                                                        | 12,5 | 11,0 | 8,6   |
| WABASH COLLEGE              | V            |             | II                            | 3                                                   | 5    | 6    | 6     | 18                                                    | 18   | 22   | 21    | 19,5                                                        | 14,3 | 11,8 | 9,7   |
| IOWA                        |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| BRIAR CLIFF COLLEGE         | V            |             | II                            | --                                                  | --   | 9    | 7     | 1                                                     | 1    | 17   | 13    | ----                                                        | ---- | 10,6 | 9,5   |
| BUENA VISTA COLLEGE         | V            |             | II                            | 9                                                   | 8    | 7    | --    | 9                                                     | 7    | 25   | 2     | 14,1                                                        | 12,8 | 11,3 | ----  |
| CENTRAL COLLEGE             | V            |             | II                            | 8                                                   | 9    | 8    | 10    | 16                                                    | 20   | 42   | 9     | 15,1                                                        | 12,4 | 10,9 | 9,7   |
| COE COLLEGE                 | V            |             | II                            | 3                                                   | 3    | 4    | 7     | 13                                                    | 17   | 24   | 12    | 19,0                                                        | 15,4 | 12,3 | 9,5   |
| CORNELL COLLEGE             | V            |             | II                            | 4                                                   | 5    | 5    | 7     | 21                                                    | 20   | 34   | 12    | 13,6                                                        | 14,3 | 11,9 | 9,4   |
| DRAKE UNIVERSITY            | V            |             | II                            | 4                                                   | 4    | 3    | 4     | 76                                                    | 62   | 81   | 51    | 18,6                                                        | 15,0 | 13,0 | 10,1  |
| GRACELAND COLLEGE           | V            |             | II                            | 10                                                  | 10   | 10   | --    | 11                                                    | 26   | 33   | 4     | 13,4                                                        | 11,1 | 10,0 | ----  |
| GRINNELL COLLEGE            | V            |             | II                            | 4                                                   | 4    | 3    | 1     | 39                                                    | 14   | 32   | 21    | 18,7                                                        | 14,9 | 12,9 | 11,6  |
| IOWA STATE UNIVERSITY       | V            |             | I                             | 6                                                   | 5    | 4    | 5     | 284                                                   | 255  | 333  | 273   | 21,6                                                        | 16,7 | 13,6 | 10,2  |
| IOWA WESLEYAN COLLEGE       | V            |             | II                            | 8                                                   | 7    | 6    | --    | 12                                                    | 10   | 28   | 1     | 15,9                                                        | 13,2 | 11,8 | ----  |
| LORAS COLLEGE               | V            |             | II                            | 9                                                   | 9    | 6    | 7     | 14                                                    | 8    | 23   | 25    | 14,6                                                        | 12,7 | 11,6 | 9,5   |
| LUTHER COLLEGE              | V            |             | II                            | 5                                                   | 5    | 6    | 8     | 18                                                    | 23   | 44   | 32    | 17,8                                                        | 14,1 | 11,5 | 9,1   |
| MARYCREST COLLEGE           | V            |             | II                            | --                                                  | 9    | 9    | 9     | 1                                                     | 6    | 15   | 12    | ----                                                        | 12,2 | 10,6 | 9,9   |
| MORNINGSIDE COLLEGE         | V            |             | II                            | 6                                                   | 6    | 7    | --    | 14                                                    | 16   | 34   | 4     | 16,5                                                        | 13,7 | 11,3 | ----  |
| PARSONS COLLEGE             | V            |             | II                            | 4                                                   | 3    | 2    | 3     | 29                                                    | 7    | 24   | 9     | 12,7                                                        | 15,3 | 13,3 | 10,5  |
| ST AMBROSE COLLEGE          | V            |             | II                            | 5                                                   | 4    | 3    | 3     | 10                                                    | 8    | 27   | 17    | 17,5                                                        | 14,6 | 12,7 | 10,3  |
| SIMESON COLLEGE             | V            |             | II                            | 6                                                   | 7    | 8    | 7     | 8                                                     | 16   | 35   | 8     | 16,7                                                        | 13,2 | 11,1 | 9,4   |
| UNIVERSITY OF DUBUQUE       | V            |             | II                            | 10                                                  | 8    | 9    | 5     | 13                                                    | 10   | 23   | 7     | 11,5                                                        | 12,7 | 10,7 | 9,9   |
| UNIVERSITY OF IOWA          | V            |             | I                             | 5                                                   | 5    | 3    | 5     | 269                                                   | 257  | 234  | 70    | 22,4                                                        | 16,8 | 13,9 | 10,4  |
| UNIV OF NORTHERN IOWA       | V            |             | II                            | 3                                                   | 4    | 3    | 3     | 98                                                    | 96   | 215  | 38    | 18,9                                                        | 15,0 | 12,6 | 10,5  |
| UPPER IOWA UNIVERSITY       | V            |             | II                            | 10                                                  | 10   | 10   | 10    | 9                                                     | 12   | 25   | 9     | 12,7                                                        | 11,6 | 10,0 | 8,5   |
| WARTBURG COLLEGE            | V            |             | II                            | 8                                                   | 7    | 6    | 7     | 18                                                    | 14   | 33   | 8     | 15,3                                                        | 13,4 | 11,6 | 9,3   |
| WESTMAR COLLEGE             | V            |             | II                            | 8                                                   | 8    | 8    | 5     | 13                                                    | 19   | 19   | 11    | 14,4                                                        | 13,1 | 10,9 | 9,9   |
| WILLIAM PENN COLLEGE        | V            |             | II                            | 10                                                  | 10   | 10   |       | 9                                                     | 18   | 15   |       | 11,5                                                        | 10,1 | 9,5  |       |
| KANSAS                      |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| BAKER UNIVERSITY            | V            |             | II                            | 9                                                   | 9    | 9    | --    | 13                                                    | 12   | 22   | 5     | 13,8                                                        | 12,4 | 10,6 | ----  |
| BETHANY COLLEGE             | V            |             | II                            | --                                                  | 9    | 10   | 10    | 4                                                     | 12   | 15   | 10    | ----                                                        | 12,0 | 10,3 | 8,4   |
| BETHEL COLLEGE              | V            |             | II                            | 10                                                  | --   | 10   | 10    | 11                                                    | 4    | 11   | 10    | 11,3                                                        | ---- | 8,7  | 7,9   |
| FORT HAYS KANSAS STATE COLL | V            |             | II                            | 8                                                   | 8    | 8    | 9     | 47                                                    | 35   | 45   | 58    | 15,6                                                        | 12,5 | 10,9 | 8,8   |
| KANSAS ST COLL PITTSBURG    | V            |             | II                            | 8                                                   | 8    | 7    | 7     | 64                                                    | 46   | 96   | 31    | 15,2                                                        | 13,0 | 11,3 | 9,3   |
| KANSAS ST TEACHERS COLL     | V            |             | II                            | 8                                                   | 8    | 8    | 8     | 44                                                    | 46   | 111  | 37    | 15,8                                                        | 12,7 | 11,1 | 9,1   |
| KANSAS STATE UNIVERSITY     | V            |             | I                             | 9                                                   | 9    | 9    | 8     | 181                                                   | 204  | 246  | 107   | 18,3                                                        | 14,9 | 12,6 | 9,7   |
| KANSAS WESLEYAN UNIV        | V            |             | II                            | 10                                                  | 10   | 9    | --    | 10                                                    | 16   | 7    | 5     | 13,4                                                        | 11,7 | 10,6 | ----  |
| MCPHERSON COLLEGE           | V            |             | II                            | 10                                                  | 10   | 10   | --    | 9                                                     | 13   | 19   | 1     | 13,4                                                        | 10,7 | 9,0  | ----  |
| MOUNT ST SCHOLASTICA COLL   | PNA          |             | V                             | II                                                  |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| OTTAWA UNIVERSITY           | V            |             | II                            | 5                                                   | 4    | 3    | 1     | 7                                                     | 15   | 17   | 9     | 17,4                                                        | 14,4 | 12,7 | 11,0  |
| ST BENEDICT'S COLLEGE       | V            |             | II                            | 7                                                   | 7    | 7    | 9     | 10                                                    | 10   | 23   | 13    | 16,1                                                        | 13,5 | 11,8 | 9,7   |
| UNIVERSITY OF KANSAS        | V            |             | I                             | 9                                                   | 10   | 10   | 10    | 311                                                   | 247  | 269  | 39    | 13,1                                                        | 14,6 | 12,3 | 9,0   |
| WASHBURN UNIV OF TOPEKA     | V            |             | II                            | 7                                                   | 7    | 7    | 9     | 31                                                    | 29   | 47   | 36    | 16,3                                                        | 13,2 | 11,4 | 9,1   |
| WICHITA STATE UNIVERSITY    | V            |             | II                            | 4                                                   | 5    | 6    | 9     | 96                                                    | 86   | 178  | 57    | 14,0                                                        | 14,3 | 11,3 | 9,0   |
| KENTUCKY                    |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| ALICE LLOYD COLLEGE         | V            |             | III                           | --                                                  | --   | 10   | 10    | 3                                                     | 3    | 12   | 6     | ----                                                        | ---- | 8,7  | 7,9   |
| ASBURY COLLEGE              | PNA          |             | V                             | II                                                  |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| BELLARMINE COLLEGE          | V            |             | II                            | 8                                                   | 10   | 9    | 8     | 12                                                    | 23   | 14   | 8     | 14,9                                                        | 11,5 | 10,7 | ----  |
| BEREA COLLEGE               | V            |             | II                            | 6                                                   | 8    | 8    | 8     | 30                                                    | 20   | 41   | 8     | 16,6                                                        | 12,8 | 11,1 | 9,0   |
| CENTRE COLL OF KENTUCKY     | V            |             | II                            | 7                                                   | 5    | 7    | 6     | 14                                                    | 13   | 18   | 13    | 16,0                                                        | 14,3 | 11,9 | 9,6   |
| EASTERN KENTUCKY UNIV       | V            |             | II                            | 7                                                   | 6    | 7    | 8     | 87                                                    | 97   | 210  | 44    | 16,2                                                        | 13,7 | 11,4 | 9,3   |
| GEORGETOWN COLLEGE          | V            |             | II                            | 7                                                   | 7    | 8    | 7     | 14                                                    | 20   | 39   | 10    | 16,3                                                        | 13,3 | 11,0 | 9,4   |
| KENTUCKY STATE COLLEGE      | V            |             | II                            | 4                                                   | 8    | 7    | 6     | 16                                                    | 21   | 26   | 32    | 15,7                                                        | 12,5 | 11,2 | 9,7   |
| KENTUCKY WESLEYAN COLL      | V            |             | II                            | 10                                                  | 9    | 10   | --    | 11                                                    | 15   | 25   | 2     | 13,1                                                        | 11,9 | 10,3 | ----  |
| MURRAY STATE UNIV           | V            |             | II                            | 5                                                   | 5    | 4    | 3     | 60                                                    | 95   | 164  | 55    | 17,3                                                        | 14,1 | 12,5 | 10,8  |
| NORTHERN KENTUCKY ST C      | V            |             | II                            |                                                     |      | 6    | 5     |                                                       |      | 18   | 18    |                                                             |      | 11,7 | 9,8   |
| PIKEVILLE COLLEGE           | V            |             | II                            | 8                                                   | 10   | 10   | 10    | 9                                                     | 9    | 21   | 8     | 14,9                                                        | 10,2 | 9,9  | 9,3   |
| SC BAPTIST THEOL SEM        | V            |             | II                            | 7                                                   | 6    | 8    |       | 24                                                    | 16   | 7    |       | 10,1                                                        | 13,0 | 10,8 |       |
| SPALDING COLLEGE            | V            |             | II                            | --                                                  | 10   | 10   | 10    | 5                                                     | 8    | 26   | 13    | ----                                                        | 10,9 | 9,0  | 7,6   |
| THOMAS MORE COLLEGE         | V            |             | II                            |                                                     | 8    | 10   | 10    |                                                       | 9    | 24   | 13    |                                                             | 12,6 | 10,0 | 8,5   |
| TRANSLYVANIA UNIVERSITY     | V            |             | II                            | 4                                                   | 5    | 5    | 6     | 11                                                    | 15   | 20   | 17    | 14,3                                                        | 14,5 | 12,1 | 9,6   |
| UNION COLLEGE               | V            |             | II                            | 10                                                  | 10   | 10   | 10    | 8                                                     | 14   | 20   | 9     | 12,9                                                        | 10,4 | 9,3  | 7,7   |
| UNIVERSITY OF KENTUCKY      | V            |             | I                             | 7                                                   | 6    | 6    | 4     | 244                                                   | 246  | 332  | 54    | 20,8                                                        | 16,1 | 13,3 | 10,8  |
| U OF KY ASHLAND CNTY COLL   | V            |             | III                           |                                                     |      | 7    | 7     |                                                       |      | 17   | 15    |                                                             |      | 11,7 | 10,1  |
| UNIVERSITY OF LOUISVILLE    | V            |             | I                             | 9                                                   | 10   | 7    | 10    | 104                                                   | 94   | 92   | 47    | 13,3                                                        | 14,5 | 12,3 | 8,9   |
| WESTERN KENTUCKY UNIV       | V            |             | II                            | 7                                                   | 5    | 4    | 4     | 49                                                    | 118  | 205  | 139   | 16,3                                                        | 14,6 | 12,2 | 10,1  |
| LOUISIANA                   |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| CENTENARY COLLEGE OF LA     | V            |             | II                            | 8                                                   | 8    | 9    | 9     | 23                                                    | 17   | 20   | 11    | 15,8                                                        | 12,6 | 10,8 | 8,9   |
| LOUISIANA COLLEGE           | V            |             | II                            | 9                                                   | 10   | 10   | 10    | 13                                                    | 12   | 17   | 9     | 13,9                                                        | 10,3 | 9,7  | 8,4   |
| LA ST UNIV-BATON ROUGE      | V            |             | I                             | 8                                                   | 9    | 10   | 10    | 300                                                   | 269  | 320  | 144   | 19,2                                                        | 15,0 | 12,3 | 9,1   |
| LA ST UNIV-NEW ORLEANS      | V            |             | II                            | 4                                                   | 4    | 5    | 4     | 53                                                    | 70   | 129  | 135   | 17,9                                                        | 14,8 | 12,2 | 8,8   |
| LA ST UNIV IN SHREVEPORT    | V            |             | III                           | --                                                  | 9    | 9    | 10    | 1                                                     | 11   | 24   | 31    | ----                                                        | 13,6 | 10,8 | 8,9   |
| LOYOLA UNIVERSITY           | V            |             | II                            | 8                                                   | 8    | 8    | 9     | 29                                                    | 40   | 96   | 25    | 15,8                                                        | 13,0 | 11,1 | 8,7   |
| MCNEESE STATE UNIVERSITY    | V            |             | II                            | 9                                                   | 9    | 9    | 8     | 50                                                    | 45   | 97   | 39    | 13,7                                                        | 11,8 | 10,6 | 9,1   |
| NORTHWESTERN ST UNIV        | V            |             | II                            | 10                                                  | 10   | 10   | 10    | 29                                                    | 62   | 120  | 45    | 12,3                                                        | 11,4 | 9,9  | 7,9   |
| TULANE UNIVERSITY           | V            |             | I                             | 8                                                   | 6    | 6    | 4     | 128                                                   | 107  | 114  | 35    | 19,7                                                        | 16,3 | 13,3 | 10,7  |
| UNIV OF SWN LOUISIANA       | V            |             | II                            | 10                                                  | 10   | 10   | 10    | 83                                                    | 102  | 177  | 117   | 13,4                                                        | 11,9 | 10,0 | 8,3   |
| XAVIER UNIVERSITY           | V            |             | II                            | 10                                                  | 10   | 10   | 10    | 7                                                     | 15   | 22   | 29    | 13,2                                                        | 10,9 | 10,0 | 8,2   |
| MAINE                       |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| BATES COLLEGE               | V            |             | II                            | 4                                                   | 4    | 4    | 4     | 20                                                    | 19   | 27   | 16    | 18,5                                                        | 15,1 | 12,2 | 10,1  |
| BOWDOIN COLLEGE             | V            |             | II                            | 2                                                   | 6    | 5    | --    | 29                                                    | 18   | 35   | 4     | 21,3                                                        | 14,0 | 12,2 | ----  |
| COLBY COLLEGE               | V            |             | II                            | 1                                                   | 3    | 4    | 4     | 27                                                    | 28   | 51   | 10    | 21,6                                                        | 15,6 | 12,3 | 10,2  |
| HUSSEON COLLEGE             | V            |             | II                            | 5                                                   | 6    | 8    | 6     | 13                                                    | 10   | 14   | 26    | 17,6                                                        | 13,8 | 10,9 | 9,7   |
| MASSON COLLEGE              | V            |             | II                            | 8                                                   | 8    | 9    | 9     | 6                                                     | 7    | 28   | 7     | 15,1                                                        | 12,6 | 10,7 | 9,0   |
| ST FRANCIS COLLEGE          | V            |             | II                            | 7                                                   | 6    | 9    | 10    | 6                                                     | 8    | 20   | 11    | 16,2                                                        |      |      |       |



| (7)<br>FRINGE BENEFITS<br>AS PERCENT OF<br>AVERAGE SALARY |      |      |       | (8)<br>ACTUAL<br>PERCENTAGE INCREASE<br>IN SALARY |      |      |       | (9)<br>ANNOUNCED<br>MINIMUM SALARY<br>(NEAREST HUNDRED) |       |      |       | (10)<br>SALARY<br>DISTRIBUTION<br>(ALL RANKS COMBINED) |      |      | (11)<br>FULL-TIME<br>FACULTY<br>COMP./FULL TIME<br>STUDENT<br>EQUIVALENT |
|-----------------------------------------------------------|------|------|-------|---------------------------------------------------|------|------|-------|---------------------------------------------------------|-------|------|-------|--------------------------------------------------------|------|------|--------------------------------------------------------------------------|
| PROF                                                      | ASSO | ASST | INSTP | PROF                                              | ASSO | ASST | INSTP | PROF                                                    | ASSO  | ASST | INSTP | HQ                                                     | MDN  | LD   |                                                                          |
| ----                                                      | 16.6 | 14.8 | ----  | ----                                              | 9.6  | 8.9  | ----  | ----                                                    | ----  | ---- | ----  | 13.1                                                   | 11.5 | 10.1 |                                                                          |
| ----                                                      | 16.6 | 14.5 | ----  | ----                                              | 10.2 | 8.9  | ----  | ----                                                    | ----  | ---- | ----  | 11.3                                                   | 8.5  | 8.0  | 743                                                                      |
| 2.3                                                       | ---- | 4.0  | 4.5   | 15.2                                              | ---- | 12.3 | 11.0  | ----                                                    | ----  | ---- | ----  | 10.3                                                   | 8.5  | 7.9  | 752                                                                      |
| 11.8                                                      | 11.7 | 10.9 | 10.9  | 2.9                                               | 4.5  | 6.7  | 7.2   | 10.5                                                    | 9.0   | 7.4  | 7.0   | 12.5                                                   | 12.6 | 8.2  | 599                                                                      |
| 15.0                                                      | 16.3 | 17.0 | 17.1  | 10.8                                              | 10.1 | 9.9  | 7.0   | ----                                                    | ----  | ---- | ----  | 10.5                                                   | 8.4  | 8.3  | 579                                                                      |
| 14.7                                                      | 15.5 | 17.2 | 9.1   | 9.0                                               | 9.0  | 8.6  | 8.9   | ----                                                    | ----  | ---- | ----  | 11.1                                                   | 8.5  | 8.3  | 655                                                                      |
| 9.7                                                       | 10.9 | 9.1  | 8.8   | 7.4                                               | 7.9  | 7.8  | 8.7   | ----                                                    | ----  | ---- | ----  | 12.0                                                   | 10.4 | 9.0  | 933                                                                      |
| 12.0                                                      | 11.1 | 9.1  | 6.4   | 6.0                                               | 7.3  | 5.4  | 12.1  | ----                                                    | ----  | ---- | ----  | 16.1                                                   | 11.5 | 11.7 | 704                                                                      |
| 12.7                                                      | 13.8 | 14.1 | 7.2   | 5.6                                               | 6.1  | 6.1  | 5.6   | ----                                                    | ----  | ---- | ----  | 12.1                                                   | 10.2 | 9.1  | 1,123                                                                    |
| 17.7                                                      | 14.5 | 13.6 | 11.4  | 5.5                                               | 8.4  | 8.0  | 8.0   | ----                                                    | ----  | ---- | ----  | 13.4                                                   | 11.3 | 9.4  |                                                                          |
| ----                                                      | ---- | 11.8 | 10.7  | ----                                              | ---- | 7.2  | 7.2   | ----                                                    | ----  | 7.8  | 6.7   | 9.8                                                    | 8.3  | 8.7  | 315                                                                      |
| 8.7                                                       | 10.4 | 8.9  | ----  | 4.7                                               | 5.0  | 5.7  | ----  | 10.0                                                    | 8.5   | 8.0  | ----  | 12.0                                                   | 10.2 | 8.9  | 640                                                                      |
| 15.5                                                      | 10.6 | 8.3  | 7.7   | 6.1                                               | 2.7  | 6.5  | 5.3   | 9.0                                                     | 8.0   | 7.0  | 6.0   | 11.2                                                   | 10.3 | 8.5  | 843                                                                      |
| 10.7                                                      | 11.5 | 12.4 | 13.3  | 4.5                                               | 7.2  | 8.4  | 9.1   | 12.5                                                    | 9.8   | 7.7  | 6.2   | 14.3                                                   | 12.1 | 9.4  | 897                                                                      |
| 13.9                                                      | 14.6 | 15.1 | 7.5   | 6.9                                               | 6.7  | 6.6  | 8.0   | ----                                                    | ----  | ---- | ----  | 14.1                                                   | 11.4 | 7.5  | 1,432                                                                    |
| 10.0                                                      | 10.8 | 9.4  | 9.0   | 6.7                                               | 7.3  | 7.5  | 6.6   | ----                                                    | ----  | ---- | ----  | 15.4                                                   | 12.8 | 10.8 |                                                                          |
| 7.4                                                       | 7.9  | 4.1  | ----  | 10.1                                              | 11.2 | 9.7  | ----  | ----                                                    | ----  | ---- | ----  | 10.7                                                   | 8.7  | 8.0  | 655                                                                      |
| 15.2                                                      | 15.4 | 15.5 | 14.1  | 7.4                                               | 7.1  | 8.3  | 6.6   | ----                                                    | ----  | ---- | ----  | 15.2                                                   | 12.2 | 10.3 | 1,405                                                                    |
| 13.3                                                      | 14.0 | 14.6 | 15.2  | 5.2                                               | 5.5  | 6.1  | 7.4   | ----                                                    | ----  | ---- | ----  | 16.3                                                   | 13.3 | 10.5 |                                                                          |
| 13.7                                                      | 14.7 | 15.5 | ----  | 7.8                                               | 13.9 | 3.0  | ----  | ----                                                    | ----  | ---- | ----  | 13.2                                                   | 11.2 | 7.5  | 441                                                                      |
| 9.7                                                       | 11.4 | 9.3  | 7.1   | 7.9                                               | 8.6  | 8.0  | 6.3   | 11.9                                                    | 10.1  | 8.7  | 7.5   | 12.0                                                   | 10.3 | 8.7  | 578                                                                      |
| 16.4                                                      | 17.1 | 13.9 | 9.4   | 4.5                                               | 5.5  | 5.5  | 4.6   | ----                                                    | ----  | ---- | ----  | 12.4                                                   | 10.4 | 8.3  | 700                                                                      |
| ----                                                      | 6.5  | 5.1  | 6.3   | ----                                              | 10.7 | 21.8 | ----  | ----                                                    | ----  | ---- | ----  | 10.5                                                   | 8.5  | 9.2  | 453                                                                      |
| 18.6                                                      | 19.2 | 13.8 | ----  | 5.9                                               | 6.4  | 5.3  | ----  | ----                                                    | ----  | ---- | ----  | 12.6                                                   | 10.6 | 9.6  | 631                                                                      |
| 12.4                                                      | 12.4 | 12.3 | 12.3  | 9.5                                               | 7.5  | 10.1 | 12.0  | 10.4                                                    | 13.1* | 9.6* | 7.7   | 17.1                                                   | 13.8 | 11.5 | 521                                                                      |
| 9.3                                                       | 10.7 | 9.1  | 7.4   | 6.3                                               | 6.6  | 6.9  | 7.9   | ----                                                    | ----  | ---- | ----  | 13.5                                                   | 11.4 | 10.2 | 514                                                                      |
| 13.3                                                      | 11.0 | 9.7  | 6.3   | 6.3                                               | 6.6  | 6.9  | 7.9   | ----                                                    | ----  | ---- | ----  | 12.4                                                   | 10.6 | 8.5  | 431                                                                      |
| 10.7                                                      | 10.6 | 9.5  | 6.7   | 6.9                                               | 7.7  | 7.2  | 6.4   | ----                                                    | ----  | ---- | ----  | 11.8                                                   | 10.5 | 8.5  | 656                                                                      |
| 14.1                                                      | 14.6 | 15.2 | 16.1  | ----                                              | ---- | ---- | ----  | ----                                                    | ----  | ---- | ----  | 17.5                                                   | 14.3 | 12.3 | 798                                                                      |
| 13.6                                                      | 13.7 | 13.8 | 13.9  | 5.4                                               | 7.2  | 6.3  | 7.3   | ----                                                    | ----  | ---- | ----  | 13.5                                                   | 11.5 | 10.1 | 771                                                                      |
| 9.5                                                       | 8.1  | 7.0  | 6.2   | 3.5                                               | 3.5  | 3.2  | 3.6   | ----                                                    | ----  | ---- | ----  | 10.4                                                   | 9.3  | 8.5  | 511                                                                      |
| 12.0                                                      | 12.7 | 13.2 | 7.5   | 7.3                                               | 7.2  | 6.2  | 6.2   | ----                                                    | ----  | ---- | ----  | 12.6                                                   | 11.0 | 9.3  | 573                                                                      |
| 8.3                                                       | 9.2  | 10.1 | 10.6  | 7.6                                               | 8.1  | 7.0  | 6.4   | 10.0                                                    | 8.5   | 4.0  | ----  | 12.7                                                   | 10.6 | 9.2  | 749                                                                      |
| 9.7                                                       | 9.4  | 9.0  | ----  | 5.6                                               | 9.8  | 7.1  | ----  | ----                                                    | ----  | ---- | ----  | 10.0                                                   | 8.5  | 8.4  | 549                                                                      |
| 9.9                                                       | 10.5 | 10.8 | ----  | 3.5                                               | 5.6  | 4.4  | ----  | ----                                                    | 4.5   | 7.0  | 9.5   | 12.0                                                   | 10.3 | 9.3  | 718                                                                      |
| ----                                                      | 12.0 | 12.0 | 7.9   | ----                                              | 7.4  | 6.5  | 6.5   | ----                                                    | ----  | ---- | ----  | 10.4                                                   | 9.4  | 8.5  | 660                                                                      |
| 12.8                                                      | ---- | 12.2 | 5.9   | 14.3                                              | ---- | 17.4 | 7.6   | ----                                                    | ----  | ---- | ----  | 8.8                                                    | 7.9  | 7.0  | 697                                                                      |
| 10.2                                                      | 11.4 | 9.8  | 9.0   | 7.7                                               | 6.2  | 6.5  | 6.5   | ----                                                    | ----  | ---- | ----  | 11.7                                                   | 8.8  | 8.7  | 504                                                                      |
| 11.7                                                      | 12.2 | 12.8 | 13.7  | 8.1                                               | 8.2  | 7.6  | 6.2   | ----                                                    | ----  | ---- | ----  | 12.0                                                   | 10.3 | 8.4  | 623                                                                      |
| 10.9                                                      | 11.6 | 10.4 | 9.8   | 5.9                                               | 7.4  | 7.2  | 9.1   | 11.0                                                    | 9.2   | 8.0  | 6.5   | 11.4                                                   | 10.0 | 9.3  | 531                                                                      |
| 10.2                                                      | 10.9 | 11.7 | 12.8  | 6.0                                               | 7.1  | 6.5  | 7.5   | 13.2*                                                   | 10.6* | 9.0* | 8.0   | 14.3                                                   | 12.5 | 10.5 |                                                                          |
| 11.3                                                      | 12.6 | 13.1 | ----  | 6.0                                               | 5.9  | 6.1  | ----  | 10.0                                                    | 8.5   | 7.5  | ----  | 11.4                                                   | 10.1 | 8.5  | 643                                                                      |
| 16.5                                                      | 14.5 | 12.7 | ----  | 7.3                                               | 5.8  | 6.2  | ----  | 4.6                                                     | 7.5   | 6.7  | ----  | 10.2                                                   | 8.6  | 8.1  | 701                                                                      |
| 9.0                                                       | 8.6  | 9.1  | 8.5   | 9.9                                               | 8.8  | 8.3  | 5.4   | 14.0*                                                   | 11.0  | 9.5  | 7.5   | 14.2                                                   | 12.3 | 10.3 | 794                                                                      |
| 1.8                                                       | 8.0  | 7.0  | 7.9   | 6.6                                               | 8.3  | 7.4  | 8.3   | 12.5                                                    | 10.5* | 8.9  | 7.4*  | 12.4                                                   | 10.2 | 9.4  | 734                                                                      |
| 8.2                                                       | 9.2  | 10.1 | 11.4  | 6.3                                               | 6.1  | 7.3  | 7.2   | ----                                                    | ----  | ---- | ----  | 16.4                                                   | 13.2 | 11.3 | 790                                                                      |
| 8.7                                                       | 9.3  | 7.1  | 5.6   | 6.7                                               | 6.1  | 7.3  | 7.2   | 12.6*                                                   | 10.1* | 8.6* | ----  | 12.8                                                   | 10.7 | 9.4  | 842                                                                      |
| 8.0                                                       | 8.5  | 8.1  | 8.6   | 6.6                                               | 7.6  | 8.0  | 7.3   | ----                                                    | ----  | ---- | ----  | 14.3                                                   | 11.3 | 10.0 | 605                                                                      |
| ----                                                      | ---- | 12.0 | 10.9  | ----                                              | ---- | 5.6  | 7.1   | ----                                                    | ----  | ---- | ----  | 7.9                                                    | 7.8  | 7.1  | 715                                                                      |
| 10.6                                                      | 9.6  | 10.3 | ----  | 3.3                                               | 4.3  | 5.2  | ----  | 12.0                                                    | 9.5   | 7.5  | ----  | 12.6                                                   | 10.6 | 9.6  | 453                                                                      |
| 11.7                                                      | 10.9 | 9.8  | 7.5   | 7.3                                               | 7.1  | 7.7  | 13.3  | 12.5*                                                   | 10.5  | 8.7  | 7.4   | 13.3                                                   | 11.0 | 9.6  | 833                                                                      |
| 12.5                                                      | 16.0 | 14.3 | 12.0  | 5.4                                               | 6.6  | 7.2  | 9.9   | ----                                                    | ----  | ---- | ----  | 12.3                                                   | 11.6 | 8.2  | 262                                                                      |
| 11.0                                                      | 11.3 | 12.7 | 13.5  | 8.2                                               | 8.7  | 8.3  | 8.9   | 12.5                                                    | 10.2  | 1.6  | 7.5   | 12.7                                                   | 10.4 | 9.1  | 626                                                                      |
| 11.3                                                      | 11.9 | 12.9 | 13.3  | 6.7                                               | 8.1  | 6.2  | 6.2   | 12.0                                                    | 3.5   | 9.0* | 7.3   | 12.8                                                   | 10.3 | 9.5  | 751                                                                      |
| 3.3                                                       | 4.2  | 4.7  | 5.3   | 8.2                                               | 6.5  | 10.5 | 6.0   | 4.5                                                     | 8.0   | 6.5  | ----  | 12.0                                                   | 10.2 | 8.2  | 633                                                                      |
| 9.3                                                       | 8.5  | 7.9  | ----  | 2.2                                               | 2.0  | 2.3  | ----  | ----                                                    | ----  | ---- | ----  | 11.0                                                   | 11.1 | 10.1 | 700                                                                      |
| 12.5                                                      | 13.3 | 14.8 | 16.5  | 15.0                                              | 15.6 | ---- | ----  | 10.0                                                    | 9.0   | 8.0  | 6.5   | 11.0                                                   | 10.0 | 9.0  | 475                                                                      |
| 5.6                                                       | 9.5  | 7.6  | 8.4   | 3.4                                               | 4.7  | 6.4  | 6.4   | 11.5                                                    | 8.8   | 6.2  | ----  | 11.5                                                   | 10.3 | 8.2  | 727                                                                      |
| 17.9                                                      | 18.9 | 19.2 | ----  | 9.4                                               | 9.8  | 14.6 | 5.2   | ----                                                    | 9.5   | 8.0  | 6.3   | 13.6                                                   | 12.0 | 11.0 | 654                                                                      |
| ----                                                      | 9.4  | 7.0  | 5.7   | ----                                              | 5.1  | 7.2  | 5.2   | ----                                                    | 8.5   | 7.0  | 6.3   | 9.5                                                    | 8.4  | 8.0  | 624                                                                      |
| 18.4                                                      | 16.8 | 15.6 | 8.0   | 4.6                                               | 6.0  | 6.7  | 7.3   | 12.3                                                    | 10.3  | 8.9  | 7.4   | 12.3                                                   | 10.3 | 9.6  | 844                                                                      |
| 9.6                                                       | 9.1  | 10.3 | 7.0   | 3.1                                               | 5.0  | 6.0  | 6.4   | 9.0                                                     | 9.0*  | 7.0* | 6.0   | 10.0                                                   | 8.3  | 7.3  | 645                                                                      |
| 13.0                                                      | 13.9 | 14.8 | 16.0  | 4.9                                               | 5.0  | 5.8  | 4.4   | 17.8                                                    | 14.0  | 12.3 | ----  | 17.8                                                   | 14.0 | 12.3 | 771                                                                      |
| 10.5                                                      | 12.9 | 14.3 | 5.9   | 5.0                                               | 5.0  | 5.0  | 4.6   | 10.0                                                    | 9.0   | 8.0  | 6.5   | 10.0                                                   | 9.0  | 8.0  | 629                                                                      |
| 11.1                                                      | 11.6 | 12.5 | 13.3  | 8.0                                               | 7.0  | 6.9  | 7.3   | 13.1                                                    | 11.3  | 9.7  | ----  | 15.4                                                   | 12.7 | 10.6 | 626                                                                      |
| 10.5                                                      | 10.0 | 10.2 | 8.0   | 9.5                                               | 11.4 | 10.4 | 9.7   | 10.0*                                                   | 8.5*  | 4.0* | 7.5*  | 14.0                                                   | 11.3 | 9.0  | 1,040                                                                    |
| 7.1                                                       | 9.5  | 10.2 | 11.2  | 3.1                                               | 3.9  | 4.3  | 3.4   | 9.3                                                     | 7.2   | 6.0  | 5.3   | 11.5                                                   | 9.0  | 7.8  | 673                                                                      |
| 3.1                                                       | 4.0  | 5.0  | 6.5   | 8.2                                               | 7.5  | 7.3  | 7.7   | ----                                                    | ----  | ---- | ----  | 16.4                                                   | 13.6 | 11.1 | 853                                                                      |
| 3.3                                                       | 4.0  | 4.9  | 6.3   | 8.2                                               | 7.5  | 7.8  | 7.7   | ----                                                    | ----  | ---- | ----  | 14.0                                                   | 11.3 | 9.2  | 454                                                                      |
| ----                                                      | 4.5  | 5.3  | 6.5   | ----                                              | 10.0 | 10.3 | 8.3   | ----                                                    | ----  | ---- | ----  | 11.3                                                   | 8.3  | 8.3  | 652                                                                      |
| 6.9                                                       | 7.3  | 6.5  | 7.7   | 13.4                                              | 6.5  | 7.4  | 9.7   | 13.4                                                    | 11.4  | 9.5  | ----  | 13.4                                                   | 11.2 | 10.0 |                                                                          |
| 1.9                                                       | 2.1  | 2.0  | 2.3   | ----                                              | ---- | ---- | ----  | 10.0                                                    | 9.0   | 8.0  | 6.5   | 12.3                                                   | 10.3 | 9.3  | 426                                                                      |
| 1.7                                                       | 1.8  | 2.2  | 3.4   | 5.9                                               | 6.9  | 8.2  | 7.7   | ----                                                    | ----  | ---- | ----  | 11.5                                                   | 10.1 | 9.0  |                                                                          |
| 15.3                                                      | 16.1 | 16.8 | 15.6  | 5.1                                               | 6.8  | 3.6  | 7.5   | 10.0                                                    | 9.0*  | 3.0* | 4.5   | 18.0                                                   | 11.5 | 11.9 | 1,032                                                                    |
| 1.6                                                       | 1.9  | 1.9  | 2.3   | 5.1                                               | 5.6  | 5.0  | 6.1   | 9.0                                                     | 8.0   | 7.5  | 6.5*  | 11.7                                                   | 10.3 | 9.6  | 833                                                                      |
| 11.7                                                      | 10.4 | 8.5  | 6.7   | 5.4                                               | 5.6  | 5.0  | 6.1   | ----                                                    | ----  | ---- | ----  | 10.0                                                   | 8.6  | 7.5  | 520                                                                      |
| 10.8                                                      | 13.1 | 10.8 | 9.0   | 6.8                                               | 10.0 | 7.3  | 6.3   | 13.5                                                    | 11.4  | 9.5  | ----  | 14.4                                                   | 12.1 | 10.1 | 1,040                                                                    |
| 18.8                                                      | 17.3 | 14.7 | ----  | 8.1                                               | 8.9  | 6.9  | ----  | 10.0                                                    | 11.5  | 9.5  | 7.5   | 16.0                                                   | 11.0 | 10.6 | 1,403                                                                    |
| 18.2                                                      | 15.2 | 13.4 | 9.2   | 6.2                                               | 7.6  | 9.4  | 9.4   | 12.5                                                    | 10.0  | 8.5  | 7.0   | 15.2                                                   | 11.7 | 10.5 | 1,174                                                                    |
| 9.9                                                       | 10.7 | 11.0 | 10.7  | 9.9                                               | 10.7 | 10.4 | 11.2  | 11.9                                                    | 10.4  | 9.4* | 6.7   | 10.8                                                   | 9.4  | 8.3  | 659                                                                      |
| 15.0                                                      | 15.1 | 9.4  | 7.4   | 5.2                                               | 2.8  | 3.0  | 7.0   | 10.6                                                    | 9.1   | 7.4  | 7.0   | 12.8                                                   | 10.4 | 8.3  | 701                                                                      |
| 6.6                                                       | 6.3  | 7.1  | 6.3   | 10.0                                              | 10.9 | 11.2 | 11.4  | ----                                                    | ----  | ---- | ----  | 11.2                                                   | 10.0 | 9.0  | 737                                                                      |
| ----                                                      | 12.4 | 12.9 | ----  | ----                                              | 7.8  | 8.4  | ----  | ----                                                    | ----  | ---- | ----  | 14.5                                                   | 12.3 | 10.6 | 834                                                                      |
| 12.0                                                      | 12.7 | 11.8 | 10.9  | 8.5                                               | 8.3  | 8.2  | 7.5   | ----                                                    | ----  | ---- | ----  | 14.4                                                   | 12.5 | 10.6 | 842                                                                      |
| 10.1                                                      | 10.8 | 11.1 | 10.4  | 10.3                                              | 6.7  | 8.4  | 8.4   | ----                                                    | ----  | ---- | ----  | 13.9                                                   | 11.4 | 10.4 | 922                                                                      |
| ----                                                      | ---- | 11.4 | ----  | ----                                              | ---- | 5.2  | ----  | ----                                                    | ----  | ---- | ----  | 14.2                                                   | 13.0 | 10.3 | 704                                                                      |
| 10.2                                                      | 10.5 | 11.7 | 10.5  | 7.9                                               | 7.7  | 7.4  | 8.4   | ----                                                    | ----  | ---- | ----  | ----                                                   | ---- | ---- |                                                                          |



| NAME OF INSTITUTION       | (1)<br>NOTES | (2)<br>RET. | (3)<br>INST.<br>CATE-<br>GORY | (4)<br>RATING OF<br>AVERAGE COMPENSATION<br>BY RANK |      |      |       | (5)<br>NUMBER OF FULL-TIME<br>FACULTY MEMBERS BY RANK |      |      |       | (6)<br>AVERAGE COMPENSATION<br>BY RANK<br>(NEAREST HUNDRED) |      |      |       |  |  |
|---------------------------|--------------|-------------|-------------------------------|-----------------------------------------------------|------|------|-------|-------------------------------------------------------|------|------|-------|-------------------------------------------------------------|------|------|-------|--|--|
|                           |              |             |                               | PROF                                                | ASSO | ASST | INSTN | PROF                                                  | ASSO | ASST | INSTN | PROF                                                        | ASSO | ASST | INSTN |  |  |
|                           |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |  |  |
| (CONTINUED)               |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |  |  |
| MAINE                     |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |  |  |
| UNIV OF MAINE-MACHIAS     | V            |             | II                            | --                                                  | --   | 1    | 2     | 2                                                     | 5    | 13   | 16    | ---                                                         | ---  | 13,7 | 10,8  |  |  |
| UNIV OF MAINE-PORTLAND    | V            |             | II                            | 5                                                   | 6    | 6    | 3     | 13                                                    | 34   | 44   | 22    | 17,6                                                        | 14,0 | 11,6 | 10,3  |  |  |
| U OF MAINE-PRESQUE ISLE   | V            |             | II                            | --                                                  | 2    | 3    | 3     | 5                                                     | 6    | 19   | 14    | ---                                                         | 16,3 | 13,1 | 10,6  |  |  |
| MARYLAND                  |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |  |  |
| ALLEGANY CNTY COLLEGE     |              |             | III                           | --                                                  | 8    | 9    | 10    | 4                                                     | 8    | 18   | 12    | ---                                                         | 13,2 | 11,0 | 8,9   |  |  |
| ANNE ARUNDEL CNTY COLL    |              |             | III                           | 7                                                   | 9    | 9    | 9     | 9                                                     | 15   | 47   | 36    | 15,3                                                        | 12,6 | 10,8 | 9,4   |  |  |
| BOWIE STATE COLLEGE       |              |             | II                            | 5                                                   | 5    | 6    | 8     | 19                                                    | 26   | 27   | 15    | 17,0                                                        | 14,3 | 11,7 | 9,3   |  |  |
| CATONSVILLE CNTY COLLEGE  |              |             | III                           | 4                                                   | 5    | 6    | 7     | 8                                                     | 28   | 50   | 71    | 17,9                                                        | 15,3 | 12,6 | 10,2  |  |  |
| CHARLES CO CNTY COLLEGE   |              |             | III                           | --                                                  | 9    | 9    | 10    | 1                                                     | 6    | 7    | 11    | ---                                                         | 12,3 | 12,8 | 1,0   |  |  |
| COLL OF NOTRE DAME OF MD  | V            |             | II                            | --                                                  | 10   | 10   | --    | 3                                                     | 6    | 14   | 4     | ---                                                         | 10,7 | 9,4  | ---   |  |  |
| CMTY COLL OF BALTIMORE    |              |             | III                           | 3                                                   | 4    | 5    | 6     | 21                                                    | 40   | 44   | 42    | 18,6                                                        | 15,7 | 12,7 | 10,3  |  |  |
| COPPIN STATE COLLEGE      |              |             | II                            | 7                                                   | --   | 6    | 5     | 13                                                    | 5    | 21   | 21    | 16,3                                                        | ---  | 11,7 | 9,4   |  |  |
| ESSEX COMMUNITY COLLEGE   |              |             | III                           | --                                                  | 4    | 5    | 5     | 12                                                    | 59   | 43   | 43    | 15,6                                                        | 12,8 | 10,7 |       |  |  |
| FREDERICK CNTY COLLEGE    |              |             | III                           | --                                                  | 8    | 10   | --    | 5                                                     | 11   | 10   | 4     | ---                                                         | 13,1 | 10,2 | ---   |  |  |
| FROSTBURG STATE COLLEGE   |              |             | II                            | 5                                                   | 5    | 5    | 7     | 21                                                    | 31   | 37   | 39    | 17,7                                                        | 14,3 | 12,0 | 9,5   |  |  |
| GOUCHER COLLEGE           | V            |             | II                            | 3                                                   | 4    | 4    | 3     | 27                                                    | 20   | 29   | 6     | 20,0                                                        | 14,8 | 12,6 | 10,3  |  |  |
| HAGERSTOWN JUNIOR COLLEGE |              |             | III                           | --                                                  | 9    | 10   | 10    | 4                                                     | 16   | 22   | 15    | ---                                                         | 12,5 | 10,3 | 8,9   |  |  |
| HARFORD JUNIOR COLLEGE    |              |             | III                           | --                                                  | 8    | 7    | 9     | 3                                                     | 23   | 21   | 17    | ---                                                         | 11,2 | 11,3 | 9,5   |  |  |
| HOOD COLLEGE              | V            |             | II                            | 7                                                   | 9    | 10   | --    | 17                                                    | 16   | 20   | 3     | 16,2                                                        | 12,2 | 9,3  | ---   |  |  |
| JOHNS HOPKINS ARTS/SCI    | V            |             | I                             | 1                                                   | 4    | 10   | 3     | 136                                                   | 55   | 86   | 10    | 26,9                                                        | 17,1 | 12,2 | 9,9   |  |  |
| JOHNS HOPKINS ADV STUD    | V            |             | I                             | 1                                                   | --   | --   | --    | 9                                                     | 4    | 2    | 3     | 24,4                                                        | ---  | ---  | ---   |  |  |
| LOYOLA COLLEGE            | V            |             | II                            | 8                                                   | 6    | 7    | 7     | 10                                                    | 18   | 32   | 3     | 15,7                                                        | 14,0 | 11,5 | 9,4   |  |  |
| MORGAN STATE COLLEGE      |              |             | II                            | 5                                                   | 4    | 7    | 4     | 60                                                    | 52   | 72   | 75    | 17,1                                                        | 14,4 | 11,4 | 9,0   |  |  |
| MOUNT SAINT AGNES COLL    | V            |             | II                            | 10                                                  | 10   | 10   | --    | 6                                                     | 6    | 13   | 1     | 12,0                                                        | 11,5 | 3,6  | ---   |  |  |
| MOUNT SAINT MARY'S COLL   | V            |             | II                            | --                                                  | 8    | 9    | 9     | 3                                                     | 11   | 17   | 14    | ---                                                         | 12,5 | 10,5 | 8,9   |  |  |
| PRINCE GEORGE'S CNTY COLL |              |             | III                           | 5                                                   | 5    | 4    | 3     | 19                                                    | 44   | 72   | 52    | 16,7                                                        | 15,2 | 13,2 | 11,5  |  |  |
| SAINT JOSEPH COLLEGE      | V            |             | II                            | --                                                  | 9    | --   | 9     | 2                                                     | 6    | 5    | 13    | ---                                                         | 12,1 | ---  | 8,7   |  |  |
| ST MARY'S COLLEGE OF MD   |              |             | II                            | 8                                                   | 7    | 10   | 9     | 6                                                     | 14   | 15   | 6     | 15,6                                                        | 13,1 | 10,1 | 8,9   |  |  |
| SALISBURY STATE COLLEGE   |              |             | II                            | 5                                                   | 5    | 6    | 9     | 17                                                    | 13   | 28   | 12    | 17,0                                                        | 14,1 | 11,7 | 2,1   |  |  |
| TOWSON STATE COLLEGE      |              |             | II                            | 5                                                   | 4    | 7    | 7     | 54                                                    | 95   | 134  | 105   | 17,8                                                        | 15,0 | 11,4 | 9,4   |  |  |
| U. S. NAVAL ACADEMY       | V            |             | II                            | 1                                                   | 1    | 2    |       | 74                                                    | 111  | 79   |       | 22,7                                                        | 17,1 | 13,3 |       |  |  |
| UNIVERSITY OF BALTIMORE   | V            |             | II                            | 9                                                   | 4    | 8    | 3     | 12                                                    | 15   | 26   | 10    | 15,4                                                        | 12,5 | 11,1 | 9,0   |  |  |
| UNIVERSITY OF MARYLAND    |              |             | I                             | 6                                                   | 8    | 7    | 10    | 281                                                   | 321  | 349  | 223   | 21,0                                                        | 15,2 | 12,6 | 9,1   |  |  |
| WASHINGTON COLLEGE        | V            |             | II                            | 3                                                   | 7    | 9    | --    | 16                                                    | 10   | 11   | 3     | 13,9                                                        | 11,4 | 10,7 | ---   |  |  |
| WESTERN MARYLAND COLLEGE  | V            |             | II                            | 7                                                   | 6    | 7    | 3     | 17                                                    | 14   | 33   | 11    | 16,0                                                        | 13,7 | 11,4 | 9,3   |  |  |
| MASSACHUSETTS             |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |  |  |
| AMERICAN INTERNATIONAL C  | V            |             | II                            | 6                                                   | 7    | 5    | 3     | 19                                                    | 14   | 40   | 11    | 16,9                                                        | 13,1 | 11,9 | 10,3  |  |  |
| AMHERST COLLEGE           | V            |             | II                            | 1                                                   | 1    | 1    | --    | 64                                                    | 21   | 51   | 5     | 24,5                                                        | 17,5 | 13,6 | ---   |  |  |
| ANNA MARIA COLLEGE        | V            |             | II                            | --                                                  | --   | 8    | 6     | 3                                                     | 2    | 21   | 9     | ---                                                         | ---  | 11,1 | 9,6   |  |  |
| ASSUMPTION COLLEGE        | V            |             | II                            | 3                                                   | 7    | 5    | 6     | 13                                                    | 15   | 23   | 10    | 19,0                                                        | 13,3 | 12,0 | 9,7   |  |  |
| BABSON COLLEGE            | V            |             | II                            | 2                                                   | 1    | 1    | --    | 11                                                    | 7    | 20   | 1     | 21,3                                                        | 17,2 | 14,1 | ---   |  |  |
| BAY PATH JUNIOR COLLEGE   |              |             | III                           | --                                                  | 10   | 8    | --    | 2                                                     | 8    | 6    | 4     | ---                                                         | 11,7 | 11,5 | ---   |  |  |
| BENTLEY COLLEGE           | V            |             | II                            | 2                                                   | 3    | 2    | --    | 12                                                    | 19   | 33   | 4     | 20,3                                                        | 15,4 | 13,2 | ---   |  |  |
| BOSTON COLLEGE            | V            |             | II                            | 2                                                   | 2    | 2    | 1     | 87                                                    | 109  | 142  | 47    | 21,1                                                        | 16,1 | 13,4 | 11,5  |  |  |
| BOSTON STATE COLLEGE      |              |             | II                            | 3                                                   | 3    | 5    | 5     | 39                                                    | 71   | 105  | 46    | 14,8                                                        | 15,1 | 12,0 | 9,9   |  |  |
| BOSTON UNIVERSITY         | V            |             | I                             | 6                                                   | 7    | 7    | 3     | 242                                                   | 214  | 293  | 82    | 21,3                                                        | 15,5 | 13,2 | 11,2  |  |  |
| BRANDEIS UNIVERSITY       | V            |             | I                             | 2                                                   | 3    | 7    | 7     | 103                                                   | 64   | 102  | 12    | 24,4                                                        | 17,6 | 12,9 | 9,9   |  |  |
| BRIDGEWATER STATE COLLEGE |              |             | II                            | 4                                                   | 5    | 5    | 4     | 35                                                    | 59   | 60   | 53    | 16,1                                                        | 14,2 | 11,9 | 10,1  |  |  |
| BRISTOL COMMUNITY COLLEGE |              |             | III                           | 8                                                   | 9    | 10   | 10    | 15                                                    | 11   | 20   | 38    | 14,3                                                        | 12,5 | 10,3 | 8,4   |  |  |
| CARDINAL CUSHING COLLEGE  | V            |             | II                            | --                                                  | 10   | --   | 10    | 1                                                     | 9    | 5    | 14    | ---                                                         | 11,1 | ---  | 7,6   |  |  |
| CLARK UNIVERSITY          | V            |             | I                             | 5                                                   | 6    | 5    | --    | 43                                                    | 42   | 36   | 5     | 22,1                                                        | 16,1 | 13,8 | ---   |  |  |
| COLLEGE OF THE HOLY CROSS | V            |             | II                            | 3                                                   | 4    | 4    | 2     | 22                                                    | 44   | 49   | 41    | 19,0                                                        | 14,9 | 12,5 | 11,0  |  |  |
| COLL OF OUR LADY/ELMS     | V            |             | II                            | --                                                  | --   | 2    | 4     |                                                       | 1    | 6    | 4     | ---                                                         | ---  | 13,1 | 10,2  |  |  |
| CURRY COLLEGE             | V            |             | II                            | --                                                  | 8    | 8    | 6     | 5                                                     | 9    | 24   | 14    | ---                                                         | 12,5 | 10,3 | 9,6   |  |  |
| EASTERN NAZARENE COLLEGE  | V            |             | II                            | 10                                                  | 10   | 10   | --    | 11                                                    | 15   | 16   | 3     | 11,3                                                        | 10,6 | 9,5  | ---   |  |  |
| EMERSON COLLEGE           | V            |             | II                            | 5                                                   | 6    | 6    | 3     | 23                                                    | 12   | 25   | 42    | 17,3                                                        | 13,7 | 11,7 | 9,7   |  |  |
| ENMANUEL COLLEGE          | V            |             | II                            | 8                                                   | 7    | 9    | 10    | 13                                                    | 20   | 28   | 26    | 15,3                                                        | 13,0 | 10,1 | 8,7   |  |  |
| FITCHBURG STATE COLLEGE   |              |             | II                            | 5                                                   | 5    | 5    | 2     | 22                                                    | 32   | 73   | 43    | 17,5                                                        | 14,2 | 12,0 | 10,8  |  |  |
| FRAMINGHAM STATE COLLEGE  |              |             | IV                            | 5                                                   | 5    | 7    | 4     | 17                                                    | 24   | 42   | 43    | 16,4                                                        | 14,4 | 11,4 | 10,0  |  |  |
| GORDON COLLEGE            |              |             | II                            | 10                                                  | 10   | 9    | --    | 10                                                    | 12   | 14   | 4     | 13,0                                                        | 11,6 | 10,7 | ---   |  |  |
| GREENFIELD COMM COLL      |              |             | III                           | 8                                                   | 9    | 10   | 10    | 7                                                     | 11   | 21   | 13    | 14,7                                                        | 12,1 | 10,3 | 8,5   |  |  |
| HARVARD UNIVERSITY        | V            |             | I                             | 1                                                   | 1    | 2    | 1     | 577                                                   | 120  | 273  | 24    | 27,2                                                        | 18,4 | 14,3 | 12,1  |  |  |
| HEBREW COLLEGE            | V            |             | II                            | --                                                  | --   | --   | --    | 4                                                     |      |      | 1     | ---                                                         | ---  | ---  | ---   |  |  |
| LASELL JUNIOR COLLEGE     | V            |             | III                           | --                                                  | 10   | 10   | 10    | 1                                                     | 12   | 13   | 27    | ---                                                         | 12,0 | 10,2 | 9,9   |  |  |
| LEICESTER JUNIOR COLL     | PNA          |             | III                           |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |  |  |
| LESLEY COLLEGE            | V            |             | II                            | 6                                                   | 7    | 3    | 2     | 4                                                     | 4    | 12   | 7     | 16,9                                                        | 13,1 | 13,3 | 10,7  |  |  |
| LOWELL STATE COLL         |              |             | II                            | 4                                                   | 6    | 5    | 5     | 13                                                    | 15   | 59   | 52    | 18,6                                                        | 13,4 | 12,2 | 10,0  |  |  |
| LOWELL TECH INST          |              |             | II                            | 2                                                   | 3    | 2    | 2     | 61                                                    | 61   | 75   | 43    | 21,3                                                        | 15,4 | 13,4 | 10,7  |  |  |
| MASSACHUSETTS INST TECHY  | V            |             | I                             | 1                                                   | 4    | 3    | 1     | 409                                                   | 225  | 174  | 56    | 25,9                                                        | 17,1 | 13,9 | 11,5  |  |  |
| MASSASOIT CNTY COLLEGE    |              |             | III                           | 7                                                   | 10   | 10   | 10    | 10                                                    | 10   | 23   | 27    | 15,4                                                        | 11,5 | 10,5 | 8,9   |  |  |
| MERRIMACK COLLEGE         | V            |             | II                            | 8                                                   | 7    | 8    | 8     | 16                                                    | 31   | 46   | 12    | 15,5                                                        | 13,2 | 11,1 | 9,0   |  |  |
| MOUNT HOLYOKE COLLEGE     | V            |             | II                            | 2                                                   | 1    | 4    | 5     | 41                                                    | 36   | 49   | 28    | 21,1                                                        | 16,7 | 12,4 | 9,9   |  |  |
| MOUNT WACHUSETT COMM COLL |              |             | III                           | 7                                                   | 10   | 10   | 10    | 7                                                     | 9    | 19   | 13    | 15,3                                                        | 11,1 | 10,1 | 8,5   |  |  |
| NEWTON COLL/SACRED HEART  | V            |             | II                            | 9                                                   | 4    | 9    | --    | 12                                                    | 10   | 20   | 1     | 14,3                                                        | 12,4 | 10,7 | ---   |  |  |
| NEWTON JUNIOR COLLEGE     |              |             | III                           | --                                                  | 3    | 6    | --    | 2                                                     | 7    | 10   | 4     | ---                                                         | 16,1 | 12,4 | ---   |  |  |
| NICHOLS COLLEGE           | V            |             | II                            | 9                                                   | 4    | 7    | 9     | 7                                                     | 8    | 16   | 7     | 13,2                                                        | 12,1 | 11,2 | 8,7   |  |  |
| NORTH ADAMS STATE COLL    |              |             | II                            | 7                                                   | 4    | 5    | 4     | 11                                                    | 7    | 28   | 13    | 16,1                                                        | 14,5 | 12,0 | 10,0  |  |  |
| REGIS COLLEGE             | V            |             | II                            | 5                                                   | 8    | 3    | --    | 6                                                     | 6    | 11   | 4     | 17,0                                                        | 12,5 | 11,0 | ---   |  |  |
| SALEM STATE COLLEGE       |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |  |  |

| (7)<br>FRINGE BENEFITS<br>AS PERCENT OF<br>AVERAGE SALARY |      |      |       | (8)<br>ACTUAL<br>PERCENTAGE INCREASE<br>IN SALARY |      |      |       | (9)<br>ANNOUNCED<br>MINIMUM SALARY<br>(NEAREST HUNDRED) |      |      |       | (10)<br>SALARY<br>DISTRIBUTION<br>(ALL RANKS COMBINED) |      |      | (11)<br>FULL-TIME<br>FACULTY<br>COMP./FULL TIME<br>STUDENT<br>EQUIVALENT |
|-----------------------------------------------------------|------|------|-------|---------------------------------------------------|------|------|-------|---------------------------------------------------------|------|------|-------|--------------------------------------------------------|------|------|--------------------------------------------------------------------------|
| PROF                                                      | ASSO | ASST | INSTR | PROF                                              | ASSO | ASST | INSTR | PROF                                                    | ASSO | ASST | INSTR | HQ                                                     | POS  | LO   |                                                                          |
| ----                                                      | ---- | 10.3 | 10.8  | ----                                              | ---- | 9.4  | 9.9   | ----                                                    | ---- | ---- | ----  | 13.5                                                   | 11.4 | 9.6  | 415                                                                      |
| 11.4                                                      | 12.6 | 12.5 | 10.8  | 8.4                                               | 8.5  | 8.7  | 9.4   | ----                                                    | ---- | ---- | ----  | 12.3                                                   | 10.8 | 9.7  | 786                                                                      |
| ----                                                      | 13.6 | 14.7 | 15.9  | ----                                              | 4.2  | 4.9  | 7.1   | ----                                                    | ---- | ---- | ----  | 13.3                                                   | 11.1 | 9.3  | 494                                                                      |
| ----                                                      | 5.9  | 6.9  | 7.7   | ----                                              | ---- | ---- | ----  | ----                                                    | ---- | ---- | ----  | 12.0                                                   | 11.0 | 9.0  | 404                                                                      |
| 5.0                                                       | 6.2  | 6.4  | 7.8   | 8.7                                               | 8.9  | 9.4  | 10.3  | 12.5                                                    | 10.5 | 9.5  | 7.0   | 11.5                                                   | 10.0 | 8.0  | 555                                                                      |
| 3.7                                                       | 4.4  | 5.4  | 6.7   | ----                                              | ---- | ---- | ----  | 13.0                                                    | 11.0 | 9.0  | 7.5   | ----                                                   | ---- | ---- | ----                                                                     |
| 3.7                                                       | 4.6  | 5.7  | 7.2   | 13.3                                              | 11.9 | 12.1 | 11.6  | 14.4                                                    | 12.3 | 10.5 | 8.8   | 11.3                                                   | 10.8 | 9.4  | 405                                                                      |
| ----                                                      | 5.9  | 5.3  | 7.3   | ----                                              | 10.7 | 14.0 | 15.3  | ----                                                    | 10.8 | 9.0  | 7.5   | 11.3                                                   | 9.8  | 8.5  | 417                                                                      |
| 10.4                                                      | 10.5 | ---- | ----  | ----                                              | 5.4  | 5.4  | ----  | ----                                                    | 9.0  | 7.5  | ----  | 9.5                                                    | 8.6  | 7.1  | ----                                                                     |
| 5.0                                                       | 5.9  | 7.5  | 8.9   | 12.0                                              | 12.1 | 21.7 | 22.0  | 13.7                                                    | 11.9 | 10.4 | 8.7   | 15.4                                                   | 12.4 | 10.4 | 572                                                                      |
| 3.8                                                       | ---- | 5.4  | 6.5   | ----                                              | ---- | ---- | ----  | 13.0                                                    | ---- | 9.0  | 7.5   | ----                                                   | ---- | ---- | ----                                                                     |
| 4.8                                                       | 5.8  | 7.1  | ----  | ----                                              | 11.0 | 14.0 | 14.6  | ----                                                    | 12.3 | 10.5 | 8.4   | 12.7                                                   | 11.7 | 10.3 | 444                                                                      |
| 5.1                                                       | 6.2  | ---- | ----  | ----                                              | 16.5 | 16.5 | ----  | ----                                                    | 10.5 | 9.5  | ----  | 13.1                                                   | 11.3 | 10.4 | 522                                                                      |
| 3.5                                                       | 4.4  | 5.3  | 6.7   | 8.1                                               | 15.7 | 17.6 | 13.2  | 13.0                                                    | 11.0 | 9.5  | 7.4   | 15.4                                                   | 12.6 | 10.4 | 1,250                                                                    |
| 13.3                                                      | 14.3 | 15.1 | 15.8  | ----                                              | 6.0  | 5.6  | 7.7   | ----                                                    | 9.5  | 8.9  | 7.4   | 11.7                                                   | 10.3 | 9.1  | 520                                                                      |
| ----                                                      | 6.1  | 6.9  | 8.0   | ----                                              | 12.4 | 14.1 | 22.3  | ----                                                    | 11.1 | 9.3  | 7.9   | 12.3                                                   | 11.6 | 9.4  | 586                                                                      |
| 4.8                                                       | 5.1  | 5.6  | ----  | 3.3                                               | 2.8  | 3.9  | ----  | 12.0                                                    | 10.0 | 8.0  | ----  | 12.7                                                   | 10.3 | 8.3  | 1,112                                                                    |
| 12.6                                                      | 12.9 | 9.6  | ----  | 6.1                                               | 7.1  | 7.5  | 12.6  | ----                                                    | ---- | ---- | ----  | 22.5                                                   | 18.0 | 12.0 | 1,442                                                                    |
| 15.7                                                      | 11.9 | 5.7  | 6.6   | 5.4                                               | ---- | ---- | ----  | ----                                                    | ---- | ---- | ----  | 24.4                                                   | 20.0 | 14.0 | 1,709                                                                    |
| 11.9                                                      | ---- | ---- | ----  | 3.2                                               | 9.1  | 2.5  | 4.3   | ----                                                    | ---- | ---- | ----  | 12.4                                                   | 10.7 | 9.8  | 513                                                                      |
| 11.6                                                      | 11.6 | 11.5 | 10.8  | ----                                              | ---- | ---- | ----  | ----                                                    | ---- | ---- | ----  | ----                                                   | ---- | ---- | ----                                                                     |
| 3.6                                                       | 4.2  | 5.6  | 6.7   | 4.3                                               | 4.3  | 7.2  | ----  | ----                                                    | 10.0 | 8.5  | 7.0   | 10.9                                                   | 9.4  | 7.9  | 1,022                                                                    |
| 8.5                                                       | 7.1  | 6.0  | ----  | 13.3                                              | 10.8 | 16.1 | 15.3  | 14.2                                                    | 12.5 | 10.8 | 9.4   | 14.4                                                   | 12.7 | 11.1 | 451                                                                      |
| 9.7                                                       | 7.6  | 7.0  | ----  | ----                                              | 8.0  | ---- | 7.3   | ----                                                    | ---- | ---- | ----  | 10.7                                                   | 9.5  | 7.4  | 511                                                                      |
| 4.4                                                       | 5.0  | 5.6  | 6.1   | 7.1                                               | 5.3  | 3.4  | 11.8  | 13.0                                                    | 11.0 | 9.0  | 7.5   | 11.0                                                   | 10.2 | 9.1  | 531                                                                      |
| 7.6                                                       | ---- | 6.4  | ----  | 6.8                                               | 7.1  | 7.3  | 7.1   | 13.0                                                    | 11.0 | 9.0  | 7.5   | 14.2                                                   | 11.8 | 10.2 | 702                                                                      |
| 3.5                                                       | 4.2  | 5.6  | 5.9   | 8.2                                               | 7.7  | 9.5  | ----  | 15.7                                                    | 11.4 | 9.2  | 7.0   | 12.3                                                   | 10.7 | 10.3 | ----                                                                     |
| 3.5                                                       | 4.3  | 5.3  | 6.5   | 6.6                                               | 5.7  | 4.5  | 4.5   | 10.5                                                    | 9.5  | 8.0  | 7.0   | 11.4                                                   | 10.1 | 8.0  | 244                                                                      |
| 7.4                                                       | 7.6  | 7.5  | ----  | 6.6                                               | 8.0  | 8.3  | 6.3   | 13.0                                                    | 11.0 | 8.5  | 7.0   | 10.8                                                   | 10.5 | 10.5 | 641                                                                      |
| 10.0                                                      | 12.1 | 12.0 | 13.0  | 6.6                                               | 7.5  | 7.2  | ----  | ----                                                    | ---- | ---- | ----  | 15.7                                                   | 12.5 | 10.6 | 1,133                                                                    |
| 2.3                                                       | 3.1  | 3.8  | 5.0   | 6.6                                               | 7.5  | 7.2  | ----  | ----                                                    | ---- | ---- | ----  | 12.5                                                   | 11.7 | 9.5  | 475                                                                      |
| 8.1                                                       | 10.4 | 7.6  | ----  | 6.4                                               | 7.7  | 7.3  | 5.9   | ----                                                    | ---- | ---- | ----  | ----                                                   | ---- | ---- | ----                                                                     |
| 11.9                                                      | 17.3 | 12.7 | 9.8   | 7.2                                               | 10.2 | 9.4  | 9.7   | 12.5                                                    | 10.5 | 9.5  | 7.5   | 13.3                                                   | 10.5 | 9.4  | 554                                                                      |
| 11.3                                                      | 12.4 | 12.9 | 13.4  | 6.0                                               | 8.4  | 6.0  | ----  | ----                                                    | ---- | 9.0  | 7.7   | 13.5                                                   | 10.5 | 11.5 | 1,327                                                                    |
| 17.5                                                      | 20.9 | 18.6 | ----  | 2.7                                               | 6.0  | 9.6  | 3.5   | 11.5                                                    | 9.4  | 8.0  | 7.2   | 10.5                                                   | 9.4  | 9.1  | 672                                                                      |
| 13.3                                                      | 13.4 | 13.8 | 9.5   | 7.9                                               | 6.9  | 7.4  | ----  | 15.0                                                    | 12.0 | 9.0  | ----  | 10.7                                                   | 10.0 | 9.5  | 551                                                                      |
| 13.0                                                      | 14.6 | 15.3 | ----  | 6.4                                               | 7.8  | 9.0  | ----  | 12.0                                                    | 10.0 | 9.0  | ----  | 12.3                                                   | 11.7 | 9.2  | 437                                                                      |
| 4.2                                                       | 4.3  | ---- | ----  | 6.6                                               | 6.3  | 5.3  | 5.5   | 11.1                                                    | 10.1 | 8.9  | 7.5   | 14.5                                                   | 11.0 | 11.0 | 447                                                                      |
| 15.2                                                      | 14.4 | 12.7 | ----  | 9.5                                               | 7.4  | 6.1  | 1.2   | 13.1                                                    | 10.1 | 8.9  | 7.5   | 10.9                                                   | 10.0 | 11.5 | 721                                                                      |
| 10.1                                                      | 11.0 | 9.2  | 7.7   | 6.6                                               | 6.3  | 5.3  | 5.5   | 15.3                                                    | 12.4 | 10.5 | 7.5   | 15.3                                                   | 12.4 | 10.5 | 612                                                                      |
| 14.7                                                      | 11.3 | 9.5  | 7.2   | 10.4                                              | 11.4 | 7.7  | 5.7   | 10.4                                                    | 10.9 | 9.0  | 7.5   | 10.4                                                   | 10.0 | 11.1 | 502                                                                      |
| 2.2                                                       | 2.4  | 2.0  | 2.7   | 4.0                                               | 4.3  | 4.4  | 8.1   | 13.4                                                    | 10.9 | 9.0  | 7.5   | 15.2                                                   | 12.5 | 10.9 | 423                                                                      |
| 8.2                                                       | 8.2  | ---- | 6.5   | 7.3                                               | 7.2  | 3.5  | 1.2   | 10.2                                                    | 10.2 | 7.0  | 7.0   | 12.0                                                   | 9.8  | 8.5  | 602                                                                      |
| 16.2                                                      | 13.2 | 12.9 | ----  | 6.2                                               | 6.0  | 6.3  | 7.1   | ----                                                    | ---- | ---- | ----  | 10.8                                                   | 9.9  | 7.4  | 544                                                                      |
| 12.9                                                      | 13.4 | 13.2 | 11.4  | 6.2                                               | 6.0  | 6.3  | 7.1   | 12.5                                                    | 10.0 | 9.0  | 7.5   | 12.5                                                   | 10.0 | 10.4 | 1,128                                                                    |
| ----                                                      | 10.4 | 7.1  | ----  | 11.4                                              | 11.6 | 8.6  | ----  | 11.5                                                    | 11.5 | 11.5 | 11.5  | 11.5                                                   | 11.5 | 11.5 | 588                                                                      |
| 9.8                                                       | 10.0 | 7.3  | ----  | 11.4                                              | 11.4 | 11.4 | 10.4  | 11.5                                                    | 11.5 | 11.5 | 11.5  | 11.5                                                   | 11.5 | 11.5 | 741                                                                      |
| 17.3                                                      | 18.2 | 18.6 | ----  | 9.6                                               | 11.4 | 11.1 | 10.4  | 11.5                                                    | 11.5 | 11.5 | 11.5  | 11.5                                                   | 11.5 | 11.5 | 504                                                                      |
| 17.5                                                      | 19.2 | 19.7 | 9.9   | 5.0                                               | 6.3  | 5.3  | 6.3   | 13.7                                                    | 10.3 | 9.7  | 7.0   | 12.5                                                   | 10.7 | 9.7  | 500                                                                      |
| 2.6                                                       | 4.4  | 5.0  | 5.4   | 4.4                                               | 3.4  | 4.0  | 4.1   | 13.1                                                    | 10.3 | 8.4  | 7.5   | 13.7                                                   | 12.1 | 10.9 | 479                                                                      |
| 2.1                                                       | 2.6  | 3.1  | 3.4   | 4.4                                               | 4.8  | 4.5  | 3.7   | 13.1                                                    | 10.8 | 9.0  | 7.5   | 11.6                                                   | 11.4 | 9.4  | 600                                                                      |
| 1.6                                                       | 1.9  | 1.7  | 1.9   | 0.8                                               | 7.9  | 5.4  | ----  | 11.0                                                    | 10.8 | 9.0  | 7.5   | 11.6                                                   | 10.8 | 10.1 | 604                                                                      |
| 6.0                                                       | 6.6  | 7.1  | ----  | 4.0                                               | 4.5  | 6.2  | 4.3   | 14.4                                                    | 10.8 | 9.0  | 7.5   | 11.7                                                   | 10.8 | 10.4 | 472                                                                      |
| 1.4                                                       | 2.2  | 3.0  | 2.4   | 19.3                                              | 20.8 | 21.2 | 21.8  | 14.4                                                    | 10.8 | 9.0  | 7.5   | 24.0                                                   | 18.0 | 14.0 | 1,550                                                                    |
| 12.7                                                      | 10.8 | 6.7  | ----  | ----                                              | ---- | ---- | ----  | ----                                                    | ---- | ---- | ----  | 1.7                                                    | 0.9  | 0.3  | 200                                                                      |
| 11.5                                                      | 11.1 | 7.9  | 7.5   | 8.8                                               | 7.6  | 9.6  | 9.3   | 4.2                                                     | 7.0  | 6.0  | 5.0   | 13.0                                                   | 12.2 | 11.2 | 754                                                                      |
| 1.5                                                       | 2.3  | 2.7  | 3.2   | 18.4                                              | 12.6 | 7.9  | 12.7  | 10.1                                                    | 12.9 | 9.4  | 0.0   | 12.9                                                   | 12.4 | 11.7 | 1,002                                                                    |
| 1.5                                                       | 2.1  | 2.5  | 3.1   | 7.3                                               | 8.8  | 10.0 | 7.6   | 14.4                                                    | 10.8 | 9.0  | 7.7   | 20.9                                                   | 15.3 | 12.5 | 2,020                                                                    |
| 16.6                                                      | 16.9 | 17.7 | 19.0  | 5.8                                               | 5.5  | 4.0  | 4.7   | 11.5                                                    | 9.4  | 8.4  | 7.6   | 11.4                                                   | 10.1 | 9.4  | 577                                                                      |
| 1.9                                                       | 2.4  | 2.2  | 3.1   | 4.2                                               | 4.6  | 3.4  | 3.3   | 11.5                                                    | 9.4  | 8.4  | 7.6   | 12.6                                                   | 12.4 | 12.7 | 811                                                                      |
| 8.4                                                       | 8.4  | 6.9  | 6.1   | 5.1                                               | 7.3  | 8.3  | 6.9   | 10.3                                                    | 13.5 | 10.0 | 9.4   | 10.4                                                   | 12.5 | 10.3 | 1,233                                                                    |
| 16.5                                                      | 18.5 | 15.3 | 6.4   | 6.1                                               | 5.3  | 4.7  | 3.8   | 14.4                                                    | 10.8 | 9.0  | 7.7   | 14.9                                                   | 10.5 | 9.0  | 617                                                                      |
| 6.8                                                       | 8.5  | 7.3  | ----  | 10.5                                              | 8.6  | 6.3  | ----  | ----                                                    | 11.7 | 9.4  | ----  | 12.9                                                   | 11.2 | 10.0 | 541                                                                      |
| 2.0                                                       | 1.7  | ---- | ----  | 12.1                                              | 11.7 | ---- | ----  | ----                                                    | 11.7 | 9.4  | ----  | 11.9                                                   | 11.2 | 11.5 | 601                                                                      |
| 11.6                                                      | 12.8 | 12.9 | 8.1   | 5.0                                               | 7.9  | 8.1  | 9.8   | 13.1                                                    | 10.8 | 9.0  | 7.5   | 13.7                                                   | 12.1 | 10.4 | 604                                                                      |
| 2.1                                                       | 2.4  | 3.1  | 3.8   | 2.7                                               | 4.5  | 3.7  | 5.1   | 11.1                                                    | 10.8 | 9.0  | 7.5   | 12.9                                                   | 11.5 | 9.8  | 444                                                                      |
| 8.6                                                       | 9.0  | 8.9  | ----  | 5.3                                               | 6.2  | 5.8  | ----  | 11.1                                                    | 10.8 | 9.0  | 7.5   | 14.3                                                   | 12.8 | 10.4 | 713                                                                      |
| 1.7                                                       | 2.0  | 2.4  | 2.9   | 3.7                                               | 5.2  | 5.2  | 6.1   | 11.0                                                    | 11.0 | 1.0  | 2.0   | 14.2                                                   | 12.8 | 10.4 | 1,004                                                                    |
| 11.9                                                      | 11.6 | 6.6  | 6.3   | 8.4                                               | 9.1  | 9.4  | 11.6  | 13.0                                                    | 12.4 | 11.5 | 7.5   | 15.2                                                   | 13.2 | 12.3 | 814                                                                      |
| 20.6                                                      | 20.0 | 17.2 | 9.9   | 4.1                                               | 4.0  | 5.3  | 6.7   | 12.1                                                    | 9.7  | 8.5  | 7.4   | 15.1                                                   | 11.0 | 10.4 | 614                                                                      |
| 3.4                                                       | 3.2  | 3.2  | 2.7   | 8.7                                               | 11.1 | 7.4  | 10.0  | 12.0                                                    | 9.5  | 7.5  | 6.0   | 14.0                                                   | 13.5 | 9.5  | 606                                                                      |
| 11.6                                                      | 12.6 | 13.9 | 13.3  | 10.0                                              | 10.0 | 10.0 | ----  | 11.3                                                    | 9.7  | 7.5  | 6.0   | 11.3                                                   | 9.7  | 7.5  | 543                                                                      |
| 12.0                                                      | 13.0 | 14.0 | ----  | 8.8                                               | 11.2 | 10.2 | 13.4  | 13.0                                                    | 10.3 | 8.5  | 7.5   | 13.6                                                   | 11.5 | 9.5  | 543                                                                      |
| 12.8                                                      | 12.6 | 11.2 | 8.9   | 6.2                                               | 9.3  | 10.0 | 3.8   | 15.5                                                    | 12.2 | 10.2 | 7.5   | 15.5                                                   | 12.2 | 10.2 | 843                                                                      |
| 15.5                                                      | 15.5 | 14.2 | 11.3  | 3.8                                               | 4.8  | 4.6  | 4.8   | 14.0                                                    | 11.0 | 9.0  | 6.4   | 14.4                                                   | 13.0 | 12.2 | 843                                                                      |
| 1.3                                                       | 1.8  | 2.2  | 2.9   | 4.7                                               | 3.8  | 3.0  | 5.4   | 14.0                                                    | 11.0 | 9.0  | 6.4   | 15.5                                                   | 12.5 | 10.7 | 850                                                                      |
| 1.3                                                       | 1.8  | 2.3  | 2.9   | 8.4                                               | 13.9 | 9.6  | 15.2  | 17.0                                                    | 13.3 | 10.6 | 9.2   | 17.5                                                   | 12.5 | 11.2 | 1,520                                                                    |
| 18.9                                                      | 19.7 | 19.1 | 10.5  | 6.0                                               | 7.2  | 6.5  | 6.4   | 11.0                                                    | 9.5  | 8.0  | 7.0   | 11.1                                                   | 10.4 | 9.6  | 841                                                                      |
| 9.2                                                       | 11.4 | 10.8 | 11.0  | 7.0                                               | 9.8  | 7.0  | 9.3   | 13.1                                                    | 10.8 | 9.0  | 7.5   | 12.0                                                   | 11.4 | 10.1 | 702                                                                      |
| 2.6                                                       | 3.5  | 4.2  | 4.4   | 6.0                                               | 6.9  | 6.4  | 7.0   | 13.5                                                    | 11.6 | 9.5  | 7.5   | 13.5                                                   | 11.6 | 9.5  | 1,310                                                                    |
| 11.1                                                      | 12.3 | 13.0 | 8.0   | 8.2                                               | 7.2  | 10.9 | ----  | ----                                                    | ---- | ---- | ----  | 14.1                                                   | 11.6 | 9.6  | 1,012                                                                    |
| 14.9                                                      | 13.6 | 13.0 | ----  | 6.7                                               | 9.5  | 9.7  | ----  | 14.5                                                    | 12.0 | 1.0  | ----  | 17.3                                                   | 14.0 | 13.0 | 1,044                                                                    |
| 17.7                                                      | 17.0 | 18.7 | ----  | 12.5                                              | 12.5 | 11.1 | ----  | ----                                                    | ---- | ---- | ----  | 11.3                                                   | 9.4  | 7.8  | 610                                                                      |
| 10.0                                                      | 9.0  | 8.0  | ----  | 7.0                                               | 7.4  | 8.0  | 12.3  | 14.0                                                    | 11.8 | 9.7  | 8.4   | 10.6                                                   | 11.2 | 11.0 | 1,274                                                                    |
| 15.4                                                      | 15.0 | 10.3 | 8.3   | 4.7                                               | 6.1  | 7.1  | 7.1   | 13.1                                                    | 10.8 | 9.0  | 7.5   | 14.2                                                   | 12.1 | 10.6 | 774                                                                      |
| 1.5                                                       | 2.1  | 2.7  | 2.4   | 16.2                                              | 16.3 | 18.2 | 19.1  | 11.9                                                    | 13.3 | 9.6  | 9.1   | 14.7                                                   | 12.0 | 10.0 | 774                                                                      |

| NAME OF INSTITUTION         | (1)<br>NOTES | (2)<br>RET. | (3)<br>INST.<br>CATE-<br>GORY | (4)<br>RATING OF<br>AVERAGE COMPENSATION<br>BY RANK |      |      |       | (5)<br>NUMBER OF FULL-TIME<br>FACULTY MEMBERS BY RANK |      |      |       | (6)<br>AVERAGE COMPENSATION<br>BY RANK<br>(NEAREST HUNDRED) |      |      |       |
|-----------------------------|--------------|-------------|-------------------------------|-----------------------------------------------------|------|------|-------|-------------------------------------------------------|------|------|-------|-------------------------------------------------------------|------|------|-------|
|                             |              |             |                               | PROF                                                | ASSO | ASST | INSTR | PROF                                                  | ASSO | ASST | INSTR | PROF                                                        | ASSO | ASST | INSTR |
|                             |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| (CONTINUED)                 |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| MICHIGAN                    |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| ALBION COLLEGE              | V            |             | II                            | 4                                                   | 4    | 3    | 2     | 31                                                    | 33   | 41   | 23    | 18,4                                                        | 14,8 | 12,6 | 10,8  |
| ALMA COLLEGE                | V            |             | II                            | 3                                                   | 2    | 2    | 1     | 18                                                    | 18   | 22   | 20    | 19,8                                                        | 16,3 | 13,4 | 11,9  |
| AQUINAS COLLEGE             | V            |             | II                            | 3                                                   | 6    | 6    | 6     | 6                                                     | 15   | 15   | 13    | 19,5                                                        | 14,0 | 11,6 | 9,7   |
| CALVIN COLLEGE              | V            |             | II                            | 6                                                   | 5    | 3    | 4     | 63                                                    | 28   | 57   | 16    | 16,5                                                        | 14,2 | 12,6 | 10,2  |
| CENTRAL MICHIGAN UNIV       | V            |             | II                            | 2                                                   | 2    | 2    | 3     | 106                                                   | 103  | 199  | 104   | 21,1                                                        | 16,1 | 13,1 | 10,4  |
| DELTA COLLEGE               |              |             | III                           | --                                                  | 3    | 3    | 3     | 4                                                     | 44   | 61   | 71    | --                                                          | 16,2 | 13,8 | 11,5  |
| DETROIT INST OF TECH        | V            |             | II                            | 9                                                   | 10   | 10   | 8     | 11                                                    | 16   | 9    | 12    | 14,1                                                        | 11,2 | 10,2 | 9,2   |
| EASTERN MICHIGAN UNIV       | V            |             | II                            | 1                                                   | 1    | 1    | 2     | 130                                                   | 123  | 292  | 79    | 21,7                                                        | 16,6 | 13,6 | 10,8  |
| FERRIS STATE COLLEGE        | V            |             | II                            | 3                                                   | 3    | 2    | 1     | 45                                                    | 65   | 212  | 94    | 19,6                                                        | 15,6 | 13,4 | 12,0  |
| GRAND VALLEY STATE COLL     | V            |             | II                            | 4                                                   | 4    | 3    | 3     | 16                                                    | 33   | 79   | 6     | 18,6                                                        | 15,0 | 12,6 | 10,5  |
| HOPE COLLEGE                | V            |             | II                            | 8                                                   | 7    | 6    | 3     | 28                                                    | 32   | 58   | 20    | 15,4                                                        | 13,3 | 11,7 | 10,3  |
| KALAMAZOO COLLEGE           | V            |             | II                            | 2                                                   | 3    | 2    | 4     | 20                                                    | 29   | 23   | 10    | 20,6                                                        | 15,8 | 13,5 | 10,0  |
| LAKE SUPERIOR STATE COLL    | V            |             | II                            | 7                                                   | 7    | 4    | 4     | 8                                                     | 19   | 41   | 14    | 16,1                                                        | 13,5 | 12,3 | 10,2  |
| LANSING CNTY COLLEGE        |              |             | III                           | --                                                  | 4    | 3    | 3     | 3                                                     | 14   | 32   | 49    | --                                                          | 15,5 | 13,5 | 11,6  |
| LAWRENCE INST OF TECH       | V            |             | II                            | 6                                                   | 5    | 4    | 3     | 11                                                    | 11   | 22   | 19    | 16,7                                                        | 14,3 | 12,3 | 10,3  |
| MACOMB COUNTY CNTY COLL     |              |             | III                           | 4                                                   | 3    | 3    | 2     | 12                                                    | 88   | 120  | 75    | 18,2                                                        | 16,1 | 14,0 | 12,4  |
| MARYGROVE COLLEGE           | V            |             | II                            | --                                                  | --   | --   | 6     | 3                                                     | 5    | 2    | 8     | --                                                          | --   | --   | 9,7   |
| MERCY COLLEGE OF DETROIT    | V            |             | II                            | --                                                  | 9    | 9    | 6     | 5                                                     | 10   | 21   | 10    | --                                                          | 12,2 | 10,6 | 9,7   |
| MICHIGAN STATE UNIVERSITY   | V            |             | I                             | 6                                                   | 5    | 2    | 1     | 618                                                   | 377  | 412  | 204   | 21,3                                                        | 16,6 | 14,2 | 11,7  |
| MICHIGAN TECH UNIV          | V            |             | II                            | 3                                                   | 2    | 2    | 3     | 64                                                    | 67   | 85   | 43    | 19,8                                                        | 16,0 | 13,2 | 10,3  |
| MONROE CO CNTY COLL         |              |             | III                           | --                                                  | 6    | 5    | 5     | 1                                                     | 9    | 25   | 16    | --                                                          | 14,7 | 12,9 | 11,0  |
| NORTHERN MICHIGAN UNIV      | V            |             | II                            | 4                                                   | 2    | 2    | 3     | 29                                                    | 50   | 116  | 76    | 18,4                                                        | 15,9 | 13,2 | 10,5  |
| NORTHWESTERN MICH COLL      |              |             | III                           | --                                                  | 5    | 6    | 8     | 2                                                     | 10   | 12   | 41    | --                                                          | 15,1 | 12,5 | 9,6   |
| OAKLAND UNIVERSITY          | V            |             | II                            | 2                                                   | 2    | 2    | 1     | 48                                                    | 64   | 77   | 42    | 20,4                                                        | 15,9 | 13,4 | 11,0  |
| SACRED HEART SEMINARY       | V            |             | II                            | --                                                  | --   | --   | 1     | 2                                                     | 4    | 2    | 26    | --                                                          | --   | --   |       |
| SAGINAW VALLEY COLLEGE      | V            |             | II                            | --                                                  | 1    | 1    | 1     | 1                                                     | 6    | 27   | 31    | --                                                          | 17,1 | 13,6 | 11,4  |
| UNIVERSITY OF DETROIT       | V            |             | II                            | 3                                                   | 4    | 3    | 7     | 66                                                    | 72   | 100  | 31    | 18,9                                                        | 15,0 | 12,7 | 9,4   |
| UNIV OF MICH - MAIN CAMPUS  | V            |             | I                             | 3                                                   | 3    | 2    | 3     | 752                                                   | 386  | 390  | 97    | 23,8                                                        | 17,5 | 14,4 | 11,0  |
| U OF MICH - DEARBORN CAMPUS | V            |             | II                            | 3                                                   | 2    | 1    |       | 22                                                    | 19   | 13   |       | 19,8                                                        | 16,2 | 14,0 |       |
| U OF MICH - FLINT CAMPUS    | V            |             | II                            | 2                                                   | 2    | 1    |       | 13                                                    | 16   | 20   |       | 20,3                                                        | 16,3 | 13,8 |       |
| WAYNE STATE UNIVERSITY      | V            |             | I                             | 5                                                   | 4    | 6    | 10    | 304                                                   | 256  | 379  | 188   | 22,3                                                        | 17,1 | 13,1 | 9,3   |
| WESTERN MICHIGAN UNIV       | V            |             | II                            | 3                                                   | 3    | 3    | 6     | 186                                                   | 283  | 303  | 144   | 19,6                                                        | 15,2 | 12,7 | 9,7   |
| MINNESOTA                   |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| AUGSBURG COLLEGE            | V            |             | II                            | 5                                                   | 6    | 9    | 9     | 15                                                    | 26   | 35   | 11    | 17,1                                                        | 13,7 | 10,5 | 8,9   |
| BEMIDJI STATE COLL          | V            |             | II                            | 4                                                   | 4    | 5    | 4     | 33                                                    | 55   | 71   | 57    | 18,3                                                        | 14,7 | 12,1 | 10,1  |
| BETHEL COLLEGE              | V            |             | II                            | 8                                                   | 8    | 8    | 10    | 14                                                    | 19   | 14   | 15    | 15,5                                                        | 12,8 | 11,0 | 8,7   |
| CARLETON COLLEGE            | V            |             | II                            | 3                                                   | 4    | 4    | 2     | 41                                                    | 26   | 37   | 19    | 20,0                                                        | 15,1 | 12,6 | 10,7  |
| COLLEGE OF SAINT BENEDICT   | V            |             | II                            | 5                                                   | 7    | 9    | 7     | 10                                                    | 12   | 14   | 13    | 17,6                                                        | 13,4 | 10,6 | 9,4   |
| COLLEGE OF SAINT TERESA     | V            |             | II                            | --                                                  | 9    | 8    | 7     | 3                                                     | 14   | 17   | 16    | --                                                          | 12,3 | 11,0 | 9,3   |
| COLL OF ST THOMAS           | V            |             | II                            | 7                                                   | 6    | 6    | 6     | 21                                                    | 16   | 35   | 27    | 16,0                                                        | 14,0 | 11,5 | 9,6   |
| CONCORDIA COLLEGE           | V            |             | II                            | 8                                                   | 7    | 7    | 8     | 28                                                    | 28   | 62   | 26    | 15,4                                                        | 13,3 | 11,5 | 9,1   |
| GUSTAVUS ADOLPHUS COLLEGE   | V            |             | II                            | 3                                                   | 5    | 7    | 6     | 30                                                    | 35   | 46   | 9     | 18,9                                                        | 14,2 | 11,5 | 9,7   |
| HANLINE UNIVERSITY          | V            |             | II                            | 2                                                   | 3    | 3    | 4     | 27                                                    | 16   | 26   | 14    | 20,2                                                        | 15,5 | 12,7 | 10,1  |
| MACALESTER COLLEGE          | V            |             | II                            | 1                                                   | 1    | 1    | 1     | 36                                                    | 43   | 47   | 25    | 25,4                                                        | 17,1 | 13,6 | 11,1  |
| MANKATO STATE COLLEGE       | V            |             | II                            | 5                                                   | 5    | 3    | 3     | 112                                                   | 110  | 170  | 130   | 17,5                                                        | 14,3 | 12,7 | 10,4  |
| MINNEAPOLIS C ART/DESIGN    | V            |             | II                            | --                                                  | 7    | 7    | 9     | 1                                                     | 9    | 12   | 10    | --                                                          | 13,2 | 11,4 | 8,8   |
| MOOREHEAD STATE COLLEGE     | V            |             | II                            | 4                                                   | 4    | 5    | 2     | 38                                                    | 49   | 112  | 49    | 18,3                                                        | 14,6 | 12,2 | 10,7  |
| ST CLOUD STATE COLLEGE      | V            |             | II                            | 4                                                   | 4    | 4    | 4     | 78                                                    | 63   | 142  | 133   | 18,4                                                        | 14,9 | 12,3 | 10,1  |
| SAINT JOHN'S UNIVERSITY     | V            |             | II                            | 3                                                   | 3    | 4    | 4     | 25                                                    | 29   | 39   | 16    | 19,8                                                        | 15,1 | 12,2 | 10,2  |
| SAINT MARY'S COLLEGE        | V            |             | II                            | 8                                                   | 7    | 8    | 8     | 8                                                     | 11   | 25   | 12    | 15,9                                                        | 13,3 | 10,8 | 9,0   |
| ST OLAF COLLEGE             | V            |             | II                            | 3                                                   | 3    | 4    | 5     | 38                                                    | 52   | 56   | 33    | 19,9                                                        | 15,3 | 12,4 | 9,9   |
| UNIVERSITY OF MINNESOTA     | V            |             | I                             | 5                                                   | 5    | 5    | 2     | 769                                                   | 488  | 491  | 306   | 22,3                                                        | 16,5 | 13,5 | 11,3  |
| WINONA STATE COLLEGE        | V            |             | II                            | 5                                                   | 6    | 5    | 4     | 36                                                    | 41   | 44   | 36    | 17,6                                                        | 14,0 | 11,9 | 10,2  |
| MISSISSIPPI                 |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| DELTA STATE COLLEGE         |              |             | II                            | 7                                                   | 6    | 6    | 9     | 16                                                    | 31   | 57   | 37    | 16,0                                                        | 14,0 | 11,6 | 8,9   |
| JACKSON STATE COLLEGE       |              |             | II                            | 9                                                   | 8    | 9    | 9     | 21                                                    | 32   | 69   | 99    | 14,6                                                        | 12,8 | 10,4 | 8,9   |
| HILLSAPS COLLEGE            | V            |             | II                            | 7                                                   | 9    | 8    | 8     | 18                                                    | 19   | 20   | 6     | 16,0                                                        | 12,3 | 11,0 | 9,2   |
| MISS STATE COLL FOR WOMEN   |              |             | II                            | 8                                                   | 9    | 9    | 7     | 39                                                    | 20   | 50   | 22    | 14,9                                                        | 12,0 | 10,5 | 9,5   |
| MISSISSIPPI STATE UNIV      |              |             | I                             | 10                                                  | 10   | 10   | 10    | 161                                                   | 143  | 156  | 69    | 17,0                                                        | 14,5 | 12,2 | 9,2   |
| TOUGALOO COLLEGE            |              |             | II                            | --                                                  | 10   | 10   | 10    | 4                                                     | 11   | 20   | 18    | --                                                          | 10,9 | 9,4  | 8,0   |
| UNIV OF MISSISSIPPI         |              |             | I                             | 10                                                  | 10   | 10   | 10    | 108                                                   | 65   | 112  | 32    | 16,1                                                        | 14,1 | 11,5 | 7,9   |
| U OF SOUTHERN MISSISSIPPI   |              |             | I                             | 10                                                  | 10   | 10   | 9     | 83                                                    | 97   | 143  | 70    | 17,6                                                        | 13,9 | 10,9 | 9,5   |
| MISSOURI                    |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| CENTRAL METHODIST COLLEGE   | V            |             | II                            | 10                                                  | 10   | 10   | 10    | 15                                                    | 20   | 17   | 7     | 13,6                                                        | 10,5 | 9,2  | 8,5   |
| COTTEY COLLEGE              | V            |             | III                           | --                                                  | 10   | 10   | 7     | 5                                                     | 8    | 6    | 14    | --                                                          | 11,9 | 10,6 | 10,1  |
| CULVER-STOCKTON COLLEGE     | V            |             | II                            | 7                                                   | 8    | 8    | 7     | 8                                                     | 12   | 14   | 6     | 16,3                                                        | 12,8 | 10,9 | 9,5   |
| FORTBONNE COLLEGE           | V            |             | II                            | 9                                                   | 10   | 10   | 10    | 12                                                    | 17   | 21   | 10    | 14,6                                                        | 10,7 | 9,6  | 8,1   |
| HARRIS TEACHERS COLLEGE     | V            |             | II                            | 7                                                   | --   | 1    | 1     | 10                                                    | 5    | 13   | 30    | 16,1                                                        | --   | 14,2 | 11,4  |
| JR COLL DIST ST LOUIS       |              |             | III                           | 5                                                   | 6    | 6    | 7     | 22                                                    | 135  | 124  | 179   | 17,0                                                        | 14,6 | 12,1 | 9,8   |
| KANSAS CITY ART INST        | V            |             | II                            | --                                                  | 8    | 10   | 10    | 12                                                    | 11   | 14   | 14    | --                                                          | 12,5 | 9,5  | 8,6   |
| LINDENWOOD COLLEGES         | V            |             | II                            | 5                                                   | 6    | 7    | --    | 11                                                    | 17   | 21   | 2     | 17,1                                                        | 13,8 | 11,4 | --    |
| MARILLAC COLLEGE            | V            |             | II                            | --                                                  | 10   | 10   | --    | 2                                                     | 10   | 12   | 2     | --                                                          | 10,8 | 8,6  | --    |
| MARYVILLE COLLEGE           | V            |             | II                            | --                                                  | --   | 10   | 8     | 4                                                     | 12   | 12   | 8     | --                                                          | --   | 9,6  | 9,2   |
| MISSOURI STATE COLLEGES     |              |             | II                            | 7                                                   | 7    | 7    | 8     | 278                                                   | 266  | 522  | 435   | 16,0                                                        | 13,3 | 11,3 | 9,2   |
| MISSOURI VALLEY COLLEGE     | V            |             | II                            | 9                                                   | 9    | 9    | --    | 8                                                     | 15   | 12   | 5     | 14,0                                                        | 12,1 | 10,6 | --    |
| MISSOURI WESTERN COLLEGE    |              |             | II                            | --                                                  | 10   | 9    | 10    | 1                                                     | 17   | 41   | 48    | --                                                          | 10,4 | 10,3 | 8,4   |
| PARK COLLEGE                | V            |             | II                            | 5                                                   | 7    | 8    | --    | 8                                                     | 20   | 17   | 1     | 17,7                                                        | 13,5 | 11,0 | --    |
| ROCKHURST COLLEGE           | V            |             | II                            | 7                                                   | 9    | 8    | 7     | 9                                                     | 12   | 17   | 15    | 16,1                                                        | 12,4 | 11,0 | 9,4   |
| ST LOUIS UNIVERSITY         | V            |             | I                             | 9                                                   | 9    | 7    | 5     | 111                                                   | 89   | 127  | 52    | 18,3                                                        | 14,8 | 13,0 | 10,5  |
| SCHOOL OF THE OZARKS        | V            |             | II                            | 7                                                   | 7    | 7    | --    | 6                                                     | 19   | 26   | 4     | 16,0                                                        | 13,2 | 11,5 | --    |
| TARKIO COLLEGE              | V            |             | II                            | 9                                                   | 10   | 10   | --    | 10                                                    | 9    | 20   | 1     | 14,6                                                        | 11,5 | 9,6  | --    |
| UNIV OF MO COLUMBIA         |              |             | I                             | 9                                                   | 9    | 9    | 9     | 526                                                   | 532  | 557  | 279   | 18,5                                                        | 14,7 | 12,4 | 9,5   |
| WASHINGTON UNIVERSITY       | V            |             | I                             | 5                                                   | 7    | 6    | 3     | 197                                                   | 126  | 159  | 17    | 22,4                                                        | 15,8 | 13,1 | 11,0  |
| WEBSTER COLLEGE             | V            |             | II                            | --                                                  | 8    | 7    | 8     | 4                                                     | 12   | 25   | 17    | --                                                          | 13,0 | 11,3 | 9,3   |
| WESTMINSTER COLLEGE         | V            |             | II                            | 8                                                   | 9    | 10   | --    | 26                                                    | 6    | 12   | 5     | 15,7                                                        | 12,4 | 9,7  | --    |
| MONTANA                     |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| CARROLL COLLEGE             | V            |             | II                            | --                                                  | 10   | 10   | 7     | 3                                                     | 13   | 12   | 15    | --                                                          | 11,4 | 10,3 | 9,3   |
| COLLEGE OF GREAT FALLS      | V            |             | II                            | --                                                  | 10   | 10   | --    | 2                                                     | 12   | 15   | 4     | --                                                          | 11,3 | 9,2  | --    |
| EASTERN MONTANA COLLEGE     | V            |             | II                            | 8                                                   | 8    | 8    | 9     | 41                                                    | 37   | 56   | 22    | 15,5                                                        | 12,9 | 11,0 | 8,8   |
| MONT COLL MIN SCI & TECH    | V            |             | II                            | 4                                                   | 6    | 5    | --    | 12                                                    | 17   |      |       |                                                             |      |      |       |



| (7)<br>FRINGE BENEFITS<br>AS PERCENT OF<br>AVERAGE SALARY |      |      |       | (8)<br>ACTUAL<br>PERCENTAGE INCREASE<br>IN SALARY |      |      |       | (9)<br>ANNOUNCED<br>MINIMUM SALARY<br>(NEAREST HUNDRED) |       |      |       | (10)<br>SALARY<br>DISTRIBUTION<br>(ALL RANKS COMBINED) |      |      | (11)<br>FULL-TIME<br>FACULTY<br>COMP./FULL TIME<br>STUDENT<br>EQUIVALENT |
|-----------------------------------------------------------|------|------|-------|---------------------------------------------------|------|------|-------|---------------------------------------------------------|-------|------|-------|--------------------------------------------------------|------|------|--------------------------------------------------------------------------|
| PROF                                                      | ASSO | ASST | INSTR | PROF                                              | ASSO | ASST | INSTR | PROF                                                    | ASSO  | ASST | INSTR | HQ                                                     | MDN  | LQ   |                                                                          |
| 11.6                                                      | 11.3 | 11.5 | 9.6   | 7.4                                               | 7.3  | 7.7  | 8.2   |                                                         |       |      |       | 14.2                                                   | 12.1 | 10.8 | 1,014                                                                    |
| 14.8                                                      | 16.5 | 16.7 | 15.3  | 7.6                                               | 8.2  | 8.6  | 9.1   |                                                         |       |      |       | 15.2                                                   | 12.4 | 10.8 | 927                                                                      |
| 12.9                                                      | 12.5 | 9.4  | 9.7   | 8.0                                               | 8.2  | 17.7 | 15.2  |                                                         |       |      |       | 13.1                                                   | 11.0 | 9.5  | 583                                                                      |
| 15.4                                                      | 16.1 | 16.8 | 15.4  | 2.9                                               | 4.9  | 6.8  | 7.2   | 12.2                                                    | 10.6  | 9.1  | 7.6   | 13.7                                                   | 12.2 | 10.3 | 699                                                                      |
| 12.5                                                      | 12.7 | 12.8 | 13.2  | 12.4                                              | 12.4 | 13.0 | 13.1  |                                                         |       |      |       | 15.0                                                   | 12.3 | 10.5 | 569                                                                      |
| ---                                                       | 5.8  | 6.7  | 8.0   | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---  | ---   | 13.6                                                   | 12.4 | 10.8 | 558                                                                      |
| 9.0                                                       | 8.9  | 9.4  | 7.5   | 7.7                                               | 8.4  | 6.9  | 6.0   | ---                                                     | ---   | ---  | ---   | 11.5                                                   | 9.9  | 9.0  | 555                                                                      |
| 13.1                                                      | 14.1 | 14.9 | 15.9  | 9.3                                               | 10.3 | 8.2  | 8.4   | 14.0*                                                   | 11.3  | 8.9  | 7.3   | 15.4                                                   | 12.5 | 10.8 | 608                                                                      |
| 11.9                                                      | 12.1 | 12.4 | 12.6  | 9.3                                               | 9.8  | 9.6  | 9.5   |                                                         |       |      |       | 13.6                                                   | 12.2 | 10.9 | 619                                                                      |
| 14.6                                                      | 15.7 | 17.1 | 18.0  | 7.7                                               | 9.6  | 9.3  | 9.9   | 12.3                                                    | 10.2  | 8.4  | 7.7   | 13.3                                                   | 11.9 | 10.3 | 600                                                                      |
| 10.4                                                      | 11.3 | 12.2 | 13.1  | 7.3                                               | 7.5  | 7.0  | 7.0   | 11.2                                                    | 9.8   | 8.6  | 7.7   | 12.3                                                   | 11.0 | 9.8  | 892                                                                      |
| 18.2                                                      | 17.4 | 11.1 | 9.0   | 8.4                                               | 8.5  | 9.2  | 9.0   |                                                         |       |      |       | 15.8                                                   | 13.2 | 11.4 | 939                                                                      |
| 12.6                                                      | 12.9 | 13.1 | 13.5  | 10.6                                              | 10.9 | 10.7 | 10.9  | ---                                                     | ---   | ---  | ---   | 12.4                                                   | 11.0 | 10.0 | 754                                                                      |
| ---                                                       | 6.9  | 7.8  | 8.7   | ---                                               | 6.4  | 7.4  | 8.7   | ---                                                     | ---   | ---  | ---   | 13.3                                                   | 11.9 | 10.9 | 298                                                                      |
| 11.8                                                      | 12.8 | 13.1 | 12.4  | 7.1                                               | 9.4  | 9.0  | 8.4   | 10.9                                                    | 10.3  | 9.6  | 9.0   | 12.9                                                   | 11.0 | 9.7  | 404                                                                      |
| 6.7                                                       | 7.0  | 7.5  | 8.0   | 12.9                                              | 13.5 | 13.8 | 15.4  | ---                                                     | ---   | ---  | ---   | 14.7                                                   | 13.3 | 12.1 | 385                                                                      |
| ---                                                       | ---  | ---  | ---   | ---                                               | ---  | ---  | 6.5   | ---                                                     | ---   | ---  | ---   | 11.3                                                   | 10.5 | 9.0  | 239                                                                      |
| ---                                                       | 9.0  | 7.5  | 7.0   | ---                                               | 6.4  | 8.1  | 8.3   | ---                                                     | 9.5   | 8.5  | 7.2   | 12.0                                                   | 10.0 | 8.7  | 410                                                                      |
| 14.1                                                      | 15.3 | 16.3 | 17.6  | 7.1                                               | 9.4  | 11.7 | 10.9  | ---                                                     | ---   | ---  | ---   | 17.4                                                   | 14.4 | 12.2 | 700                                                                      |
| 11.5                                                      | 11.7 | 11.9 | 12.2  | 6.7                                               | 7.8  | 8.3  | 8.2   | ---                                                     | ---   | ---  | ---   | 15.6                                                   | 13.2 | 11.0 | 742                                                                      |
| ---                                                       | 8.6  | 10.6 | 11.0  | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---  | ---   | 12.5                                                   | 11.5 | 10.6 | 649                                                                      |
| 12.9                                                      | 13.2 | 13.6 | 14.1  | 13.0                                              | 12.5 | 11.4 | 10.4  | ---                                                     | 13.1  | 10.8 | ---   | 13.4                                                   | 11.5 | 10.0 | 465                                                                      |
| ---                                                       | 4.9  | 5.9  | 7.8   | ---                                               | 24.4 | 19.0 | 13.1  | ---                                                     | ---   | ---  | ---   | 12.4                                                   | 9.7  | 8.7  | ---                                                                      |
| 14.0                                                      | 15.0 | 15.9 | 9.3   | 7.9                                               | 8.2  | 9.7  | 7.8   | ---                                                     | ---   | ---  | ---   | 15.5                                                   | 12.3 | 10.8 | 544                                                                      |
| ---                                                       | ---  | ---  | ---   | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---  | ---   | ---                                                    | ---  | ---  | ---                                                                      |
| ---                                                       | 11.9 | 12.3 | 12.8  | ---                                               | 17.6 | 13.6 | 14.4  | ---                                                     | 12.0  | 10.0 | 8.5   | 12.5                                                   | 11.3 | 10.3 | 600                                                                      |
| 8.2                                                       | 10.1 | 9.0  | 8.2   | 5.2                                               | 5.4  | 7.3  | 6.4   | ---                                                     | ---   | ---  | ---   | 15.1                                                   | 12.9 | 11.0 | 574                                                                      |
| 15.3                                                      | 16.4 | 17.3 | 19.5  | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---  | ---   | 19.6                                                   | 15.4 | 12.0 | 1,088                                                                    |
| 15.8                                                      | 16.9 | 17.5 | ---   | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---  | ---   | 16.6                                                   | 14.0 | 12.6 | 1,432                                                                    |
| 15.7                                                      | 16.9 | 17.7 | ---   | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---  | ---   | 14.4                                                   | 12.0 | 10.8 | 780                                                                      |
| 13.8                                                      | 14.4 | 11.5 | 8.7   | 5.8                                               | 6.5  | 6.9  | 7.0   | ---                                                     | ---   | ---  | ---   | 16.7                                                   | 13.5 | 10.6 | 696                                                                      |
| 11.9                                                      | 12.4 | 12.9 | 13.3  | 8.0                                               | 10.7 | 10.2 | 9.9   | ---                                                     | ---   | ---  | ---   | 14.6                                                   | 12.5 | 10.7 | 697                                                                      |
| ---                                                       | ---  | ---  | ---   | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---  | ---   | ---                                                    | ---  | ---  | ---                                                                      |
| 18.2                                                      | 16.8 | 10.8 | 8.6   | 7.2                                               | 10.7 | 7.0  | 6.7   | 12.6                                                    | 10.0  | 8.4  | 7.0   | 11.9                                                   | 10.4 | 9.4  | 660                                                                      |
| 6.4                                                       | 7.6  | 8.2  | 8.7   | 6.2                                               | 6.3  | 6.0  | 7.9   | ---                                                     | ---   | ---  | ---   | 13.8                                                   | 11.8 | 9.9  | 616                                                                      |
| 11.6                                                      | 12.8 | 13.9 | 14.9  | 10.3                                              | 10.9 | 9.6  | 9.3   | ---                                                     | ---   | ---  | ---   | 12.7                                                   | 10.7 | 8.8  | 690                                                                      |
| 11.1                                                      | 11.7 | 10.3 | 9.4   | 5.4                                               | 7.2  | 6.8  | 7.5   | ---                                                     | ---   | ---  | ---   | 16.3                                                   | 13.0 | 11.2 | 1,333                                                                    |
| 6.8                                                       | 8.6  | 9.8  | 11.1  | 18.1                                              | 11.8 | 12.6 | 12.6  | 14.0                                                    | 10.5  | 8.5  | 7.5   | 13.3                                                   | 9.9  | 8.9  | 837                                                                      |
| ---                                                       | 9.6  | 6.2  | 6.6   | ---                                               | 4.0  | 4.3  | 4.6   | ---                                                     | ---   | ---  | ---   | 11.1                                                   | 10.1 | 8.7  | 568                                                                      |
| 10.2                                                      | 8.2  | 8.9  | 9.4   | 9.4                                               | 8.5  | 7.8  | 8.0   | ---                                                     | ---   | ---  | ---   | 13.1                                                   | 11.0 | 9.5  | 555                                                                      |
| 9.2                                                       | 10.0 | 8.3  | 7.5   | 6.9                                               | 6.7  | 7.1  | 6.8   | ---                                                     | ---   | ---  | ---   | 12.5                                                   | 11.1 | 9.3  | 736                                                                      |
| 15.3                                                      | 13.6 | 12.7 | 13.3  | 5.0                                               | 9.1  | 9.9  | 11.7  | 14.0                                                    | 11.0* | 9.0* | 8.0*  | 14.0                                                   | 11.6 | 10.3 | 885                                                                      |
| 13.4                                                      | 14.3 | 9.6  | 5.7   | 4.4                                               | 5.3  | 11.0 | 11.6  | 16.5                                                    | 12.5  | 10.0 | 8.0   | 17.4                                                   | 12.5 | 11.1 | 1,021                                                                    |
| 17.6                                                      | 16.8 | 15.0 | 10.5  | 5.9                                               | 18.0 | 9.2  | 8.9   | ---                                                     | ---   | ---  | ---   | 17.0                                                   | 13.1 | 11.0 | 1,245                                                                    |
| 6.6                                                       | 6.7  | 6.8  | 7.8   | 5.7                                               | 6.0  | 6.3  | 6.1   | 11.0                                                    | 9.5   | 8.0  | 6.5   | 14.4                                                   | 11.9 | 10.3 | 629                                                                      |
| ---                                                       | 10.4 | 10.5 | 8.1   | ---                                               | 16.9 | 17.7 | 16.3  | ---                                                     | 10.8  | 9.5  | 7.5   | 12.0                                                   | 10.4 | 9.0  | 768                                                                      |
| 6.4                                                       | 7.6  | 8.2  | 8.6   | 5.8                                               | 5.9  | 5.9  | 6.1   | ---                                                     | ---   | ---  | ---   | 13.8                                                   | 11.5 | 10.5 | 631                                                                      |
| 6.4                                                       | 7.0  | 7.3  | 7.9   | 5.9                                               | 6.3  | 6.3  | 5.8   | 11.0                                                    | 9.5   | 8.0  | 6.5   | 14.3                                                   | 11.8 | 9.9  | 623                                                                      |
| 8.7                                                       | 10.6 | 10.4 | 9.3   | 6.1                                               | 9.1  | 11.6 | 12.6  | ---                                                     | ---   | ---  | ---   | 15.8                                                   | 12.4 | 10.7 | ---                                                                      |
| 3.6                                                       | 7.0  | 9.3  | 10.0  | 4.5                                               | 15.4 | 4.9  | 6.7   | 11.7                                                    | 10.5  | 8.1  | 7.1   | 12.5                                                   | 10.3 | 9.0  | 675                                                                      |
| 16.2                                                      | 16.1 | 12.0 | 6.4   | 7.6                                               | 8.8  | 7.5  | 7.4   | ---                                                     | ---   | ---  | ---   | 14.2                                                   | 12.2 | 10.5 | 965                                                                      |
| 16.6                                                      | 16.1 | 15.9 | 15.9  | 5.1                                               | 3.8  | 5.1  | 6.5   | ---                                                     | ---   | ---  | ---   | 17.3                                                   | 13.9 | 11.5 | 757                                                                      |
| 6.7                                                       | 7.7  | 8.3  | 8.7   | 5.8                                               | 6.1  | 6.6  | 6.4   | ---                                                     | ---   | ---  | ---   | 13.7                                                   | 12.0 | 10.0 | 558                                                                      |
| ---                                                       | ---  | ---  | ---   | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---  | ---   | ---                                                    | ---  | ---  | ---                                                                      |
| 3.7                                                       | 4.2  | 5.0  | 6.0   | 7.5                                               | 8.1  | 8.6  | 9.6   | ---                                                     | ---   | ---  | ---   | 13.6                                                   | 11.4 | 9.0  | 613                                                                      |
| 4.4                                                       | 4.9  | 6.0  | 6.4   | 15.0                                              | 14.6 | 12.9 | 12.7  | ---                                                     | ---   | ---  | ---   | 11.2                                                   | 9.4  | 8.3  | 505                                                                      |
| 14.7                                                      | 14.9 | 13.5 | 6.8   | 7.2                                               | 7.8  | 6.7  | 11.3  | ---                                                     | ---   | ---  | ---   | 12.3                                                   | 10.4 | 9.4  | 875                                                                      |
| 3.8                                                       | 4.7  | 5.3  | 5.8   | 12.9                                              | 12.2 | 13.0 | 14.0  | 12.0                                                    | 10.0  | 9.0  | 8.0   | 12.6                                                   | 10.7 | 9.5  | 647                                                                      |
| 3.5                                                       | 4.0  | 4.6  | 5.6   | 13.7                                              | 12.9 | 12.3 | 13.2  | ---                                                     | ---   | ---  | ---   | 15.4                                                   | 12.8 | 10.5 | 904                                                                      |
| ---                                                       | 4.5  | 4.1  | 4.5   | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---  | ---   | 10.3                                                   | 8.4  | 7.8  | 685                                                                      |
| 3.6                                                       | 4.1  | 5.0  | 6.2   | 14.2                                              | 15.6 | 14.7 | 17.0  | 11.0*                                                   | 9.0   | 7.5* | 6.5*  | 14.9                                                   | 12.5 | 10.5 | 599                                                                      |
| 3.3                                                       | 4.2  | 5.3  | 5.8   | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---  | ---   | 14.1                                                   | 12.3 | 10.0 | 645                                                                      |
| ---                                                       | ---  | ---  | ---   | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---  | ---   | ---                                                    | ---  | ---  | ---                                                                      |
| 8.7                                                       | 8.7  | 9.0  | 7.9   | 6.7                                               | 11.0 | 11.5 | 15.5  | 9.5                                                     | 8.0   | 6.0  | 6.0   | 10.8                                                   | 9.6  | 8.4  | 785                                                                      |
| ---                                                       | 13.3 | 13.4 | 13.6  | ---                                               | 6.8  | 8.4  | 7.8   | ---                                                     | ---   | ---  | ---   | 10.5                                                   | 10.1 | 8.9  | 1,240                                                                    |
| 16.9                                                      | 19.2 | 15.7 | 14.3  | 22.7                                              | 23.2 | 22.0 | 9.7   | 10.0                                                    | 9.0   | 8.0  | 7.0   | 11.9                                                   | 9.6  | 8.6  | 651                                                                      |
| 3.2                                                       | 3.4  | 4.3  | 7.0   | 5.0                                               | 5.0  | 6.4  | 6.9   | ---                                                     | ---   | ---  | ---   | 11.2                                                   | 9.7  | 8.6  | 864                                                                      |
| 11.2                                                      | ---  | 11.7 | 12.6  | 5.6                                               | ---  | 2.7  | 4.1   | ---                                                     | ---   | ---  | ---   | 13.0                                                   | 12.2 | 9.7  | 612                                                                      |
| 2.0                                                       | 2.0  | 2.0  | 2.0   | ---                                               | ---  | ---  | ---   | 14.6                                                    | 12.5  | 10.5 | 7.5   | 13.5                                                   | 12.0 | 10.0 | 370                                                                      |
| 9.1                                                       | 10.1 | 7.8  | ---   | ---                                               | 8.4  | 7.2  | 8.5   | ---                                                     | ---   | ---  | ---   | 10.6                                                   | 8.6  | 8.2  | 686                                                                      |
| 9.6                                                       | 10.8 | 7.6  | ---   | 4.6                                               | 4.8  | 7.3  | ---   | ---                                                     | ---   | ---  | ---   | 13.5                                                   | 11.5 | 10.3 | 1,110                                                                    |
| ---                                                       | 2.3  | 4.4  | ---   | ---                                               | 6.3  | 8.0  | ---   | ---                                                     | 8.5   | 7.3  | ---   | 10.6                                                   | 9.6  | 8.0  | 1,287                                                                    |
| ---                                                       | ---  | 7.5  | 7.1   | ---                                               | ---  | 5.9  | 9.3   | ---                                                     | ---   | ---  | ---   | 9.7                                                    | 9.1  | 8.5  | 461                                                                      |
| 3.0                                                       | 3.6  | 4.3  | 5.4   | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---  | ---   | ---                                                    | ---  | ---  | 475                                                                      |
| 9.3                                                       | 10.0 | 9.3  | ---   | 7.9                                               | 8.5  | 7.9  | ---   | ---                                                     | ---   | ---  | ---   | 11.8                                                   | 10.9 | 9.1  | 526                                                                      |
| ---                                                       | ---  | ---  | ---   | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---  | ---   | 11.0                                                   | 9.1  | 8.2  | 361                                                                      |
| 9.2                                                       | 8.2  | 8.6  | ---   | 7.0                                               | 6.8  | 7.8  | ---   | 14.9                                                    | 10.4  | 9.4* | ---   | 14.0                                                   | 12.0 | 10.0 | 940                                                                      |
| 9.8                                                       | 10.6 | 6.9  | 5.7   | 7.5                                               | 7.8  | 8.6  | 7.6   | ---                                                     | ---   | ---  | ---   | 11.8                                                   | 10.9 | 9.2  | ---                                                                      |
| 9.9                                                       | 10.0 | 10.1 | 11.0  | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---  | ---   | 15.0                                                   | 13.0 | 11.5 | 816                                                                      |
| 12.8                                                      | 12.2 | 13.1 | ---   | 7.1                                               | 7.1  | 7.1  | ---   | ---                                                     | ---   | ---  | ---   | 12.3                                                   | 11.0 | 10.1 | 667                                                                      |
| 15.7                                                      | 17.3 | 15.4 | ---   | 6.4                                               | 7.2  | 7.4  | ---   | 11.4*                                                   | 9.6*  | 8.1* | ---   | 10.7                                                   | 9.0  | 8.1  | 810                                                                      |
| 3.2                                                       | 4.1  | 4.8  | 6.1   | 3.7                                               | 4.3  | 4.7  | 5.0   | ---                                                     | ---   | ---  | ---   | 16.0                                                   | 13.0 | 11.1 | 666                                                                      |
| 13.8                                                      | 11.5 | 12.0 | 12.2  | 5.2                                               | 6.5  | 6.7  | 5.6   | ---                                                     | ---   | ---  | ---   | 18.5                                                   | 14.3 | 11.8 | 1,455                                                                    |
| ---                                                       | 9.9  | 9.3  | 7.2   | ---                                               | 6.9  | 7.3  | 7.1   | ---                                                     | ---   | ---  | ---   | 12.5                                                   | 10.4 | 8.8  | 583                                                                      |
| 14.6                                                      | 15.3 | 9.4  | ---   | 4.1                                               | 4.1  | 4.1  | ---   | ---                                                     | ---   | ---  | ---   | 14.3                                                   | 12.3 | 9.3  | 953                                                                      |
| ---                                                       | ---  | ---  | ---   | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---  | ---   | ---                                                    | ---  | ---  | ---                                                                      |
| ---                                                       | 10.6 | 11.2 | 8.9   | ---                                               | 8.2  | 7.5  | 7.4   | ---                                                     | 9.5*  | 8.0  | 7.5   | 10.5                                                   | 9.3  | 8.6  | 459                                                                      |
| ---                                                       | 11.5 | 7.8  | ---   | ---                                               | 8.3  | 8.0  | ---   | ---                                                     | 9.0   | 8.0  | ---   | 10.4                                                   | 9.0  | 8.0  | 303                                                                      |
| 8.5                                                       | 9.3  | 10.5 | 11.0  | 4.9                                               | 5.8  | 6.9  | 6.2   | ---                                                     | ---   | ---  | ---   | 12.8                                                   | 11.1 | 9.0  | 435                                                                      |
| 8.1                                                       | 9.3  | 10.1 | ---   | 5.0                                               | 7.3  | 6.3  | ---   | ---                                                     | ---   | ---  | ---   | 14.2                                                   | 12.3 | 10.6 | 727                                                                      |
| 8.5                                                       | 9.3  | 10.1 | 11.1  | 6.0                                               | 6.9  | 8.8  | 6.1   | ---                                                     | ---   | ---  | ---   | 14.3                                                   | 12.0 | 10.4 | 569                                                                      |
| ---                                                       | 9.0  | 10.2 | 10.8  | ---                                               | 5.8  | 6.2  | 7.0   | ---                                                     | ---   | ---  | ---   | 11.9                                                   | 10.4 | 9.4  | 624                                                                      |
| ---                                                       | 13.5 | 10.1 | ---   | ---                                               | 8.4  | 6.3  | ---   | ---                                                     | 9.5   | 8.0  | ---   | 10.8                                                   | 9.5  | 8.8  | 711                                                                      |
| 7.8                                                       | 8.8  | 9.5  | 10.1  | 6.0                                               | 7.2  | 6.1  | 6.3   | 13.5*                                                   | 10.6  | 8.4* | 7.0   | 15.3                                                   | 12.1 | 10.1 | 676                                                                      |
| 8.4                                                       | 8.9  | 10.0 | 10.7  | 5.6                                               | 6.8  | 5.2  | 4.9   | ---                                                     | ---   | ---  | ---   | 11.8                                                   | 10.6 | 9.4  | 610                                                                      |
| ---                                                       | ---  | ---  | ---   | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---  | ---   | ---                                                    | ---  | ---  | ---                                                                      |
| 4.2                                                       | 5.1  | ---  | ---   |                                                   |      |      |       |                                                         |       |      |       |                                                        |      |      |                                                                          |



| NAME OF INSTITUTION         | (1)<br>NOTES | (2)<br>RET. | (3)<br>INST.<br>CATE-<br>GORY | (4)<br>RATING OF<br>AVERAGE COMPENSATION<br>BY RANK |      |      |       | (5)<br>NUMBER OF FULL-TIME<br>FACULTY MEMBERS BY RANK |      |      |       | (6)<br>AVERAGE COMPENSATION<br>BY RANK<br>(NEAREST HUNDRED) |      |      |       |
|-----------------------------|--------------|-------------|-------------------------------|-----------------------------------------------------|------|------|-------|-------------------------------------------------------|------|------|-------|-------------------------------------------------------------|------|------|-------|
|                             |              |             |                               | PROP                                                | ASSO | ASST | INSTR | PROP                                                  | ASSO | ASST | INSTR | PROP                                                        | ASSO | ASST | INSTR |
|                             |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| NEBRASKA (CONTINUED)        |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| CONCORDIA TEACHERS COLL     |              |             | II                            | 10                                                  | 10   | 10   | 10    | 10                                                    | 28   | 36   | 10    | 12,8                                                        | 11,6 | 9,5  | 8,0   |
| CREIGHTON UNIVERSITY        | V            |             | II                            | 6                                                   | 5    | 5    | 5     | 23                                                    | 40   | 45   | 16    | 16,8                                                        | 14,1 | 11,4 | 9,9   |
| DANA COLLEGE                | V            |             | II                            | 8                                                   | 8    | 7    | 9     | 9                                                     | 17   | 12   | 7     | 15,1                                                        | 13,1 | 11,4 | 8,8   |
| DOANE COLLEGE               | V            |             | II                            | 9                                                   | 9    | 10   | 9     | 9                                                     | 12   | 21   | 8     | 13,9                                                        | 12,0 | 10,4 | 8,8   |
| HASTINGS COLLEGE            | V            |             | II                            | 9                                                   | 10   | 9    | 7     | 13                                                    | 17   | 17   | 10    | 13,8                                                        | 11,6 | 10,8 | 9,5   |
| KEARNEY STATE COLLEGE       | V            |             | II                            | 8                                                   | 8    | 4    | 6     | 34                                                    | 40   | 69   | 98    | 15,5                                                        | 13,1 | 12,3 | 9,8   |
| MIDLAND LUTHERAN COLLEGE    | V            |             | II                            | 9                                                   | 9    | 8    | 5     | 5                                                     | 8    | 26   | 8     | 11,8                                                        | 10,8 | 9,8  | 9,8   |
| NEBRASKA WESLEYAN UNIV      | V            |             | II                            | 9                                                   | 9    | 8    | 8     | 20                                                    | 29   | 43   | 12    | 14,7                                                        | 12,0 | 11,0 | 9,3   |
| UNIVERSITY OF NEBRASKA      | V            |             | I                             | 8                                                   | 9    | 8    | 10    | 190                                                   | 177  | 197  | 85    | 19,4                                                        | 14,8 | 12,7 | 9,1   |
| UNIV OF NEBRASKA AT OMAHA   | V            |             | II                            | 4                                                   | 5    | 5    | 6     | 65                                                    | 59   | 135  | 87    | 19,4                                                        | 14,3 | 12,0 | 9,7   |
| NEVADA                      |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| UNIV OF NEVADA-RENO         | V            |             | II                            | 3                                                   | 5    | 5    | 6     | 95                                                    | 86   | 97   | 20    | 19,2                                                        | 14,6 | 12,0 | 9,6   |
| UNIV OF NEVADA-LAS VEGAS    | V            |             | II                            | 4                                                   | 4    | 4    | 6     | 31                                                    | 54   | 67   | 18    | 18,2                                                        | 14,8 | 12,2 | 9,7   |
| NEW HAMPSHIRE               |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| DARTMOUTH COLLEGE           | V            |             | I                             | 4                                                   | 3    | 6    | 5     | 128                                                   | 57   | 89   | 35    | 23,2                                                        | 17,4 | 13,3 | 10,3  |
| FRANKLIN PIERCE COLLEGE     | V            |             | II                            | 10                                                  | 9    | 10   | 10    | 10                                                    | 23   | 24   | 8     | 13,0                                                        | 10,8 | 9,6  | 8,3   |
| KEENE STATE COLLEGE         | V            |             | II                            | 6                                                   | 7    | 6    | 3     | 15                                                    | 28   | 50   | 14    | 16,4                                                        | 13,8 | 11,8 | 10,3  |
| MOUNT SAINT MARY COLLEGE    | V            |             | II                            | 9                                                   | 9    | 10   | 10    | 3                                                     | 2    | 10   | 7     | 13,9                                                        | 11,9 | 11,0 | 9,7   |
| NEW ENGLAND COLLEGE         | V            |             | II                            | 9                                                   | 9    | 8    | 6     | 6                                                     | 16   | 37   | 16    | 13,9                                                        | 11,9 | 11,0 | 9,7   |
| NEW HAMPSHIRE TECHL INST    |              |             | III                           | 10                                                  | 10   | 10   | 10    | 7                                                     | 17   | 8    | 7     | 13,3                                                        | 11,2 | 10,1 | 9,1   |
| PLYMOUTH STATE COLLEGE      | V            |             | II                            | 6                                                   | 5    | 6    | 5     | 16                                                    | 12   | 13   | 16    | 16,6                                                        | 14,5 | 11,7 | 9,1   |
| UNIV OF NEW HAMPSHIRE       | V            |             | I                             | 7                                                   | 7    | 7    | 6     | 127                                                   | 137  | 143  | 58    | 20,5                                                        | 15,6 | 12,9 | 10,1  |
| NEW JERSEY                  |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| BERGEN COMMUNITY COLLEGE    | V            |             | III                           | 3                                                   | 2    | 3    | 3     | 5                                                     | 11   | 42   | 38    | 16,6                                                        | 14,8 | 12,0 | 9,7   |
| BLOOMFIELD COLLEGE          | V            |             | II                            | 7                                                   | 8    | 6    | 4     | 16                                                    | 15   | 23   | 13    | 16,4                                                        | 13,1 | 11,6 | 10,1  |
| CALDWELL COLLEGE            | V            |             | II                            | 10                                                  | 9    | 10   | 10    | 3                                                     | 3    | 15   | 12    | 16,4                                                        | 13,1 | 11,6 | 10,1  |
| DREW UNIVERSITY             | V            |             | II                            | 3                                                   | 4    | 2    | 5     | 25                                                    | 24   | 23   | 23    | 19,8                                                        | 15,0 | 13,1 | 9,9   |
| FAIRLEIGH DICKINSON UNIV    | V            |             | II                            | 1                                                   | 1    | 1    | 1     | 79                                                    | 136  | 187  | 85    | 22,0                                                        | 18,2 | 15,1 | 11,9  |
| GLASSBORO STATE COLLEGE     | V            |             | II                            | 2                                                   | 1    | 1    | 1     | 72                                                    | 67   | 96   | 88    | 21,2                                                        | 17,3 | 14,0 | 11,7  |
| JERSEY CITY STATE COLLEGE   | V            |             | II                            | 2                                                   | 1    | 1    | 1     | 67                                                    | 73   | 105  | 70    | 21,5                                                        | 17,0 | 13,8 | 11,7  |
| MONMOUTH COLLEGE            | V            |             | II                            | 8                                                   | 7    | 6    | 8     | 40                                                    | 56   | 82   | 40    | 19,4                                                        | 13,5 | 11,7 | 9,1   |
| MONTCLAIR STATE COLLEGE     | V            |             | II                            | 2                                                   | 1    | 2    | 1     | 65                                                    | 75   | 147  | 83    | 20,9                                                        | 16,7 | 13,5 | 11,2  |
| NEWARK STATE COLLEGE        | V            |             | II                            | 2                                                   | 1    | 1    | 1     | 74                                                    | 84   | 96   | 67    | 21,4                                                        | 16,9 | 13,8 | 11,6  |
| PATERSON STATE COLLEGE      | V            |             | II                            | 2                                                   | 1    | 1    | 1     | 79                                                    | 81   | 119  | 68    | 21,2                                                        | 16,8 | 13,6 | 11,7  |
| PRINCETON THEOLOGICAL SEM   | V            |             | II                            | 1                                                   | 1    | 2    | 1     | 20                                                    | 6    | 8    | 3     | 22,7                                                        | 17,3 | 13,9 | 11,9  |
| PRINCETON UNIVERSITY        | V            |             | I                             | 2                                                   | 5    | 6    | 9     | 262                                                   | 98   | 194  | 43    | 25,5                                                        | 16,6 | 13,1 | 9,6   |
| RIDER COLLEGE               | V            |             | II                            | 3                                                   | 4    | 5    | 3     | 25                                                    | 34   | 79   | 38    | 19,0                                                        | 14,6 | 12,0 | 10,2  |
| RUTGERS STATE UNIVERSITY    | V            |             | I                             | 2                                                   | 2    | 3    | 3     | 432                                                   | 332  | 552  | 205   | 25,6                                                        | 17,2 | 13,2 | 11,2  |
| SAINT PETER'S COLLEGE       | V            |             | II                            | 6                                                   | 7    | 6    | 6     | 19                                                    | 32   | 42   | 20    | 16,7                                                        | 13,6 | 11,8 | 9,7   |
| SETON HALL UNIVERSITY       | V            |             | II                            | 3                                                   | 4    | 5    | 7     | 51                                                    | 81   | 136  | 44    | 19,5                                                        | 15,0 | 11,9 | 9,5   |
| STEVENS INST OF TECH        | V            |             | I                             | 4                                                   | 7    | 8    | 10    | 40                                                    | 46   | 41   | 16    | 21,0                                                        | 15,7 | 12,7 | 9,1   |
| TRENTON STATE COLLEGE       | V            |             | II                            | 2                                                   | 1    | 1    | 1     | 72                                                    | 86   | 141  | 85    | 21,3                                                        | 16,7 | 13,9 | 11,9  |
| UNION COLLEGE               | V            |             | III                           | 3                                                   | 3    | 4    | 4     | 2                                                     | 16   | 21   | 26    | 16,9                                                        | 14,7 | 11,7 | 11,5  |
| UPSALA COLLEGE              | V            |             | II                            | 5                                                   | 6    | 5    | 5     | 22                                                    | 28   | 25   | 11    | 17,2                                                        | 14,0 | 12,1 | 9,9   |
| WESTMINSTER CHOIR COLLEGE   | V            |             | II                            | 10                                                  | 10   | 10   | 10    | 5                                                     | 16   | 12   | 4     | 10,9                                                        | 9,4  | 9,4  | 9,4   |
| NEW MEXICO                  |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| EASTERN NEW MEXICO UNIV     |              |             | II                            | 9                                                   | 8    | 8    | 7     | 25                                                    | 48   | 64   | 34    | 14,4                                                        | 12,5 | 10,9 | 9,4   |
| NEW MEXICO HIGHLANDS UNIV   |              |             | II                            | 9                                                   | 9    | 9    | 10    | 25                                                    | 30   | 44   | 7     | 14,1                                                        | 12,4 | 10,6 | 8,4   |
| N MEX INST MINING & TECH    |              |             | II                            | 7                                                   | 5    | 6    | 10    | 19                                                    | 17   | 22   | 5     | 16,3                                                        | 14,2 | 11,5 | 9,0   |
| NEW MEXICO STATE UNIV       |              |             | I                             | 10                                                  | 10   | 10   | 10    | 92                                                    | 95   | 121  | 26    | 17,6                                                        | 13,9 | 11,8 | 9,0   |
| UNIV OF ALBUQUERQUE         | V            |             | II                            | 10                                                  | 10   | 10   | 10    | 5                                                     | 20   | 20   | 17    | 13,0                                                        | 11,3 | 9,1  | 7,2   |
| UNIVERSITY OF NEW MEXICO    |              |             | I                             | 10                                                  | 10   | 10   | 9     | 170                                                   | 152  | 172  | 24    | 18,0                                                        | 14,0 | 11,7 | 9,4   |
| WESTERN N MEX UNIV          |              |             | II                            | 6                                                   | 6    | 6    | 10    | 8                                                     | 20   | 16   | 3     | 16,8                                                        | 13,7 | 11,6 | 9,4   |
| NEW YORK                    |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| ADELPHI UNIVERSITY          | V            |             | I                             | 8                                                   | 6    | 6    | 3     | 57                                                    | 93   | 103  | 69    | 20,0                                                        | 16,2 | 13,2 | 11,1  |
| ALFRED UNIVERSITY           | V            |             | II                            | 4                                                   | 3    | 3    | 4     | 29                                                    | 27   | 62   | 22    | 14,3                                                        | 15,8 | 12,9 | 10,1  |
| BARD COLLEGE                | V            |             | II                            | 4                                                   | 3    | 4    | 10    | 15                                                    | 14   | 14   | 4     | 17,9                                                        | 15,6 | 12,5 | 10,2  |
| BARNARD COLLEGE             | V            |             | II                            | 1                                                   | 3    | 3    | 4     | 28                                                    | 28   | 43   | 30    | 22,3                                                        | 15,7 | 12,7 | 10,2  |
| BRIARCLIFF COLLEGE          | V            |             | II                            | 6                                                   | 6    | 3    | 2     | 9                                                     | 12   | 21   | 4     | 16,7                                                        | 13,8 | 12,7 | 11,2  |
| BROCKHURST COMM COLL        | V            |             | III                           | 4                                                   | 6    | 6    | 5     | 27                                                    | 30   | 61   | 43    | 17,8                                                        | 14,5 | 12,6 | 10,6  |
| CANISUS COLLEGE             | V            |             | II                            | 6                                                   | 5    | 4    | 4     | 13                                                    | 36   | 65   | 25    | 16,7                                                        | 14,5 | 12,5 | 10,0  |
| CAZENOVIA COLLEGE           | V            |             | III                           | 1                                                   | 1    | 1    | 10    | 3                                                     | 3    | 12   | 13    | 12,0                                                        | 12,0 | 12,0 | 9,2   |
| CUNY B M BARUCH COLL        | V            |             | II                            | 1                                                   | 1    | 1    | 1     | 35                                                    | 40   | 81   | 4     | 33,1                                                        | 26,4 | 19,7 | 15,0  |
| CUNY BRGH MANHATTAN COM C   | V            |             | III                           | 1                                                   | 1    | 1    | 1     | 20                                                    | 35   | 81   | 77    | 25,5                                                        | 21,6 | 16,3 | 14,8  |
| CUNY BRONX COMM COLL        | V            |             | III                           | 1                                                   | 1    | 1    | 1     | 23                                                    | 48   | 130  | 77    | 26,9                                                        | 21,8 | 16,8 | 14,6  |
| CUNY BROOKLYN COLL          | V            |             | II                            | 1                                                   | 1    | 1    | 1     | 173                                                   | 164  | 292  | 205   | 31,4                                                        | 25,3 | 20,1 | 15,4  |
| CUNY CITY COLLEGE           | V            |             | II                            | 1                                                   | 1    | 1    | 1     | 176                                                   | 203  | 306  | 86    | 32,1                                                        | 25,2 | 19,2 | 15,0  |
| CUNY COLL NO SEVENTEEN      | V            |             | II                            | 1                                                   | 1    | 1    | 1     | 2                                                     | 5    | 1    | 1     | 12,0                                                        | 12,0 | 12,0 | 9,2   |
| CUNY DE HUSTON COMM COLL    | V            |             | III                           | 1                                                   | 1    | 1    | 1     | 9                                                     | 14   | 21   | 7     | 27,2                                                        | 21,5 | 18,0 | 15,8  |
| CUNY GRADUATE DIV           | V            |             | I                             | 1                                                   | 1    | 1    | 1     | 86                                                    | 39   | 52   | 2     | 33,7                                                        | 25,3 | 19,7 | 15,0  |
| CUNY H N LEHMAN COLL        | V            |             | II                            | 1                                                   | 1    | 1    | 1     | 43                                                    | 86   | 164  | 30    | 30,8                                                        | 23,5 | 19,6 | 15,5  |
| CUNY HUNTER COLL            | V            |             | II                            | 1                                                   | 1    | 1    | 1     | 139                                                   | 127  | 224  | 93    | 32,3                                                        | 24,8 | 19,7 | 15,5  |
| CUNY JOHN JAY COLL          | V            |             | II                            | 1                                                   | 1    | 1    | 1     | 12                                                    | 19   | 62   | 45    | 30,6                                                        | 23,4 | 17,6 | 15,1  |
| CUNY KINGSBOROUGH COM COL   | V            |             | III                           | 1                                                   | 1    | 1    | 1     | 19                                                    | 25   | 93   | 80    | 26,4                                                        | 20,6 | 12,7 | 15,8  |
| CUNY NEW YORK CY COM COLL   | V            |             | III                           | 1                                                   | 1    | 1    | 1     | 77                                                    | 83   | 120  | 76    | 29,3                                                        | 22,5 | 16,2 | 14,9  |
| CUNY QUEENS COLLEGE         | V            |             | II                            | 1                                                   | 1    | 1    | 1     | 163                                                   | 176  | 304  | 45    | 31,5                                                        | 24,1 | 19,5 | 15,8  |
| CUNY QUEENSBOROUGH COM C    | V            |             | III                           | 1                                                   | 1    | 1    | 1     | 28                                                    | 44   | 146  | 169   | 26,5                                                        | 21,1 | 17,7 | 15,4  |
| CUNY RICHMOND COLL          | V            |             | II                            | 1                                                   | 1    | 1    | 1     | 10                                                    | 15   | 67   | 23    | 30,4                                                        | 23,5 | 18,5 | 16,0  |
| CUNY STATEN ISLAND COM COLL | V            |             | III                           | 1                                                   | 1    | 1    | 1     | 20                                                    | 39   | 105  | 76    | 27,3                                                        | 21,1 | 17,6 | 15,3  |
| CUNY YORK COLLEGE           | V            |             | II                            | 1                                                   | 1    | 1    | 1     | 2                                                     | 14   | 66   | 44    | 25,0                                                        | 19,2 | 15,7 | 13,2  |
| CLARKSON COLL OF TECH       | V            |             | II                            | 1                                                   | 1    | 1    | 3     | 41                                                    | 45   | 55   | 25    | 22,9                                                        | 17,4 | 14,1 | 10,3  |
| COLGATE UNIVERSITY          | V            |             | II                            | 1                                                   | 2    | 2    | 1     | 46                                                    | 35   | 42   | 19    | 24,8                                                        | 16,4 | 13,2 | 11,2  |
| COLL AT ST VINCENT          | V            |             | II                            | 1                                                   | 1    | 1    | 1     | 3                                                     | 5    | 11   | 12    | 11,7                                                        | 11,7 | 11,7 | 9,4   |
| COLLEGE OF NEW ROCHELLE     | V            |             | II                            | 3                                                   | 3    | 5    | 3     | 9                                                     | 13   | 29   | 8     | 19,0                                                        | 15,5 | 11,9 | 10,8  |
| COLLEGE OF SAINT ROSE       | V            |             | II                            | 8                                                   | 7    | 9    | 10    | 6                                                     | 8    | 10   | 5     | 15,1                                                        | 13,3 | 10,6 | 9,4   |
| COLUMBIA UNIVERSITY         | V            |             | I                             | 1                                                   | 3    | 6    | 5     | 437                                                   | 161  | 239  | 75    | 25,8                                                        | 17,3 | 13,3 | 10,5  |
| TEACHERS COLL COLUMBIA U    | V            |             | I                             | 3                                                   | 1    | 1    | 3     | 85                                                    | 50   | 28   | 27    | 23,7                                                        | 18,1 | 15,0 | 11,2  |
| COOPER UNION                | V            |             | II                            | 2                                                   | 1    | 1    | 2     | 18                                                    | 24   |      |       |                                                             |      |      |       |

| (7)<br>FRINGE BENEFITS<br>AS PERCENT OF<br>AVERAGE SALARY |      |      |       | (8)<br>ACTUAL<br>PERCENTAGE INCREASE<br>IN SALARY |      |      |       | (9)<br>ANNOUNCED<br>MINIMUM SALARY<br>(NEAREST HUNDRED) |       |       |       | (10)<br>SALARY<br>DISTRIBUTION<br>(ALL RANKS COMBINED) |      |      | (11)<br>FULL-TIME<br>FACULTY<br>COMP./FULL TIME<br>STUDENT<br>EQUIVALENT |
|-----------------------------------------------------------|------|------|-------|---------------------------------------------------|------|------|-------|---------------------------------------------------------|-------|-------|-------|--------------------------------------------------------|------|------|--------------------------------------------------------------------------|
| PROF                                                      | ASSO | ASST | INSTR | PROF                                              | ASSO | ASST | INSTR | PROF                                                    | ASSO  | ASST  | INSTR | HQ                                                     | MDN  | LQ   |                                                                          |
| 30.6                                                      | 33.0 | 39.3 | 44.7  | 7.0                                               | 7.4  | 6.9  | 6.9   | 8,2                                                     | 8,0   | 5,8   | 5,0   | 8,4                                                    | 7,6  | 6,3  | 571                                                                      |
| 8.9                                                       | 9.4  | 10.3 | 11.0  | 13.4                                              | 11.3 | 10.4 | 9.7   |                                                         |       |       |       | 11,0                                                   | 11,2 | 9,6  | 678                                                                      |
| 10.9                                                      | 10.7 | 10.6 | 6.6   | 7.4                                               | 6.5  | 9.3  | 7.2   |                                                         |       |       |       | 12,5                                                   | 11,6 | 9,8  | 745                                                                      |
| 9.2                                                       | 9.9  | 10.7 | 6.1   | 6.9                                               | 10.1 | 9.3  | 10.4  |                                                         |       |       |       | 11,5                                                   | 9,8  | 8,8  | 776                                                                      |
| 11.8                                                      | 12.0 | 9.0  | 7.7   | 7.0                                               | 6.6  | 7.4  | 10.1  |                                                         |       |       |       | 10,9                                                   | 10,3 | 9,5  | 531                                                                      |
| 9.3                                                       | 9.2  | 10.2 | 11.1  | 4.5                                               | 5.8  | 5.9  | 5.5   |                                                         |       |       |       | 12,3                                                   | 10,4 | 9,0  | 644                                                                      |
| 11.8                                                      | 11.8 | 12.3 | 12.8  | ---                                               | 9.8  | 6.3  | 5.6   | 10,0                                                    | 9,0   | 8,0   | 7,0   | 10,5                                                   | 9,5  | 9,0  | 1,010                                                                    |
| 9.8                                                       | 11.1 | 10.0 | 6.4   | 6.1                                               | 6.2  | 6.7  | 6.8   |                                                         |       |       |       | 11,6                                                   | 10,6 | 9,2  | 512                                                                      |
| 8.6                                                       | 9.5  | 10.1 | 11.0  | 5.6                                               | 5.7  | 5.9  | 6.4   |                                                         |       |       |       | 15,7                                                   | 12,9 | 11,0 | 412                                                                      |
| 10.2                                                      | 10.5 | 10.3 | 9.2   | 4.9                                               | 6.7  | 7.1  | 5.3   |                                                         |       |       |       | 13,6                                                   | 11,3 | 9,5  |                                                                          |
| 6.6                                                       | 6.7  | 6.9  | 7.1   | 4.7                                               | 6.9  | 7.2  | 5.1   | 14,1                                                    | 10,8  | 8,8   | 6,7   | 15,7                                                   | 12,9 | 11,3 | 776                                                                      |
| 6.6                                                       | 6.7  | 6.9  | 7.1   | 6.5                                               | 7.8  | 7.4  | 5.9   | 14,1                                                    | 10,8  | 8,8   | 6,7   | 14,7                                                   | 12,8 | 11,2 | 654                                                                      |
| 22.8                                                      | 20.0 | 17.1 | 6.8   | 8.0                                               | 9.2  | 7.5  | 8.1   |                                                         |       |       |       | 18,0                                                   | 14,2 | 11,0 | 1,494                                                                    |
| 8.3                                                       | 10.0 | 8.4  | 8.8   | 9.9                                               | 15.8 | 8.7  | 8.3   | 10,4                                                    | 9,2*  | 8,0   | 6,4   | 10,3                                                   | 9,3  | 8,5  | 584                                                                      |
| 12.5                                                      | 12.6 | 12.8 | 13.1  | 9.6                                               | 9.7  | 8.0  | 9.2   |                                                         |       |       |       | 12,0                                                   | 10,7 | 9,6  | 671                                                                      |
| ---                                                       | ---  | 2.6  | 2.2   | ---                                               | ---  | 10.3 | 8.3   | ---                                                     | ---   | ---   | ---   | 9,5                                                    | 9,0  | 7,7  | 781                                                                      |
| 10.2                                                      | 11.2 | 11.7 | 12.5  | 22.0                                              | 16.0 | 13.3 | 9.4   | 12,4                                                    | 10,2  | 9,2   | 7,5   | 10,1                                                   | 10,0 | 9,2  | 805                                                                      |
| 4.0                                                       | 4.8  | 5.4  | 5.7   | 7.1                                               | 5.8  | 10.8 | 5.5   | 10,2                                                    | 8,8   | 8,1   | 7,4   | 10,9                                                   | 10,4 | 9,1  | 1,223                                                                    |
| 10.8                                                      | 11.4 | 11.2 | 9.7   | 9.7                                               | 10.6 | 8.9  | 10.3  |                                                         |       |       |       | 12,4                                                   | 10,4 | 9,1  | 578                                                                      |
| 11.7                                                      | 12.0 | 12.1 | 6.5   | 7.3                                               | 6.9  | 7.4  | 6.8   |                                                         |       |       |       | 15,8                                                   | 13,1 | 11,1 | 811                                                                      |
| ---                                                       | 15.1 | 16.0 | 16.4  | ---                                               | 15.2 | 14.5 | 14.3  | ---                                                     | 11,3  | 9,4   | 4,5   | 13,9                                                   | 11,8 | 10,5 | 1,042                                                                    |
| 10.9                                                      | 10.1 | 10.7 | 11.4  | 12.5                                              | 17.1 | 12.2 | 14.1  | 11,5                                                    | 10,0  | 9,0   | 4,0   | 13,1                                                   | 11,0 | 9,5  | 670                                                                      |
| ---                                                       | ---  | 11.5 | 9.7   | ---                                               | ---  | 8.2  | 6.8   | ---                                                     | ---   | ---   | ---   | 8,5                                                    | 8,0  | 7,5  | 409                                                                      |
| 15.9                                                      | 14.5 | 15.9 | 7.1   | 6.6                                               | 9.0  | 10.2 | 7.2   |                                                         |       |       |       | 14,5                                                   | 12,0 | 10,0 | 412                                                                      |
| 12.0                                                      | 11.1 | 10.5 | 11.5  | 26.8                                              | 27.6 | 25.2 | 21.2  | 15,3                                                    | 12,6  | 10,4  | 8,5   | 16,3                                                   | 13,0 | 11,0 | 410                                                                      |
| 12.8                                                      | 13.5 | 14.4 | 15.4  | 11.9                                              | 7.8  | 18.1 | 14.3  | 15,3                                                    | 12,6  | 10,4  | 8,5   | 16,3                                                   | 12,8 | 10,7 | 1,205                                                                    |
| 14.5                                                      | 15.4 | 16.4 | 17.3  | 8.9                                               | 10.4 | 13.0 | 15.3  | 15,3                                                    | 12,6  | 10,4  | 8,5   | 13,0                                                   | 11,2 | 9,7  | 562                                                                      |
| 10.5                                                      | 10.9 | 11.2 | 9.7   | 9.4                                               | 8.6  | 9.3  | 8.1   |                                                         |       |       |       | 15,5                                                   | 12,5 | 10,5 | 1,004                                                                    |
| 9.9                                                       | 10.7 | 11.1 | 13.8  | 10.1                                              | 12.7 | 12.4 | 15.1  | 15,3                                                    | 12,6  | 10,4  | 8,5   | 15,5                                                   | 12,5 | 10,5 | 1,134                                                                    |
| 14.2                                                      | 15.1 | 16.1 | 17.1  | 7.9                                               | 9.5  | 14.8 | 15.7  | 15,3                                                    | 12,6  | 10,4  | 8,5   | 16,4                                                   | 13,3 | 11,0 | 915                                                                      |
| 13.2                                                      | 14.2 | 15.3 | 16.2  | 8.4                                               | 9.3  | 14.4 | 15.5  | 15,3                                                    | 12,6  | 10,4  | 8,5   | 16,4                                                   | 12,6 | 10,7 | 1,212                                                                    |
| 42.0                                                      | 22.0 | 24.0 | ---   | 10.3                                              | 13.6 | 16.4 | ---   | 16,0                                                    | 14,0  | 10,0* | ---   | 16,0                                                   | 16,0 | 10,5 | 2,210                                                                    |
| 17.2                                                      | 14.8 | 11.2 | 6.7   | 5.4                                               | 7.6  | 7.9  | 9.1   | 15,0                                                    | 12,5  | 10,0  | 9,0   | 20,5                                                   | 14,5 | 11,5 | 644                                                                      |
| 12.1                                                      | 12.8 | 12.5 | 12.6  | 5.1                                               | 7.1  | 6.4  | 5.7   |                                                         |       |       |       | 12,6                                                   | 10,6 | 9,7  |                                                                          |
| 12.5                                                      | 13.7 | 14.9 | 16.2  | ---                                               | ---  | ---  | ---   | 15,3                                                    | 12,6  | 10,4  | 8,5   | 14,2                                                   | 14,0 | 11,3 | ---                                                                      |
| 12.0                                                      | 12.2 | 9.7  | 7.0   | 8.7                                               | 9.8  | 10.2 | 13.4  | 13,0                                                    | 10,5  | 9,5   | 8,0   | 12,5                                                   | 11,0 | 10,3 | 547                                                                      |
| 10.7                                                      | 11.6 | 9.6  | 7.0   | 6.9                                               | 7.9  | 8.9  | 7.7   | 14,5                                                    | 11,5  | 9,6   | 7,1   | 13,9                                                   | 12,2 | 10,2 | 1,320                                                                    |
| 12.8                                                      | 12.8 | 10.0 | 7.4   | 7.9                                               | 9.7  | 8.3  | 8.0   |                                                         |       |       |       | 17,0                                                   | 13,3 | 11,5 | 1,174                                                                    |
| 12.8                                                      | 13.7 | 14.6 | 15.4  | 8.1                                               | 11.1 | 17.6 | 17.6  | 15,3                                                    | 12,6  | 10,4  | 8,5   | 16,1                                                   | 12,6 | 11,1 | 482                                                                      |
| ---                                                       | 25.7 | 27.8 | 30.2  | ---                                               | 17.1 | 17.4 | 13.2  | ---                                                     | 11,4  | 10,0  | 8,2   | 12,0                                                   | 10,5 | 9,0  | 864                                                                      |
| 15.1                                                      | 16.8 | 14.3 | 12.1  | 9.5                                               | 9.3  | 9.6  | 10.2  | 12,0                                                    | 10,0  | 8,5   | 7,0   | 13,5                                                   | 11,6 | 10,5 | 1,031                                                                    |
| ---                                                       | 14.3 | 11.5 | ---   | ---                                               | 8.3  | 8.0  | ---   | ---                                                     | ---   | ---   | ---   | 10,0                                                   | 9,0  | 4,0  |                                                                          |
| 3.8                                                       | 4.4  | 5.1  | 5.9   | 5.8                                               | 6.0  | 6.0  | 6.1   |                                                         |       |       |       | 12,1                                                   | 10,8 | 9,6  | 545                                                                      |
| 3.4                                                       | 3.9  | 4.6  | 5.2   | 5.7                                               | 7.6  | 7.1  | 7.5   | 10,5                                                    | 9,5   | 8,5   | 7,0   | 12,7                                                   | 11,2 | 10,0 | 551                                                                      |
| 3.4                                                       | 3.9  | 4.8  | ---   | 4.6                                               | 4.5  | 4.5  | ---   |                                                         |       |       | ---   | 15,7                                                   | 13,3 | 11,0 | 1,094                                                                    |
| 3.5                                                       | 4.1  | 5.0  | 5.9   | 6.5                                               | 6.7  | 7.3  | 7.0   |                                                         |       |       |       | 15,2                                                   | 12,4 | 11,1 | 671                                                                      |
| ---                                                       | 7.8  | 6.1  | 6.4   | ---                                               | 3.5  | 3.6  | 3.6   | ---                                                     | 8,8   | 6,8   | 6,0   | 10,4                                                   | 8,9  | 7,3  | 546                                                                      |
| 4.0                                                       | 4.9  | 5.9  | 7.1   | 6.5                                               | 7.0  | 6.6  | 7.1   |                                                         |       |       |       | 15,7                                                   | 13,0 | 11,0 | 555                                                                      |
| 3.4                                                       | 4.1  | 4.5  | ---   | 5.9                                               | 7.1  | 8.4  | ---   | 14,8                                                    | 12,1  | 9,6   | ---   | 13,5                                                   | 12,0 | 10,7 | 618                                                                      |
| 9.7                                                       | 10.5 | 11.4 | 12.4  | 11.5                                              | 12.1 | 11.9 | 12.9  | 14,5                                                    | 11,0  | 9,5   | 8,0   | 15,0                                                   | 12,5 | 11,0 | 864                                                                      |
| 13.4                                                      | 15.5 | 14.8 | 10.5  | 9.4                                               | 9.1  | 11.3 | 9.6   | 11,2*                                                   | 9,8   | 7,9   | 6,7   | 14,8                                                   | 11,3 | 10,1 | 1,002                                                                    |
| 16.1                                                      | 16.8 | 11.2 | ---   | 9.6                                               | 10.5 | 9.6  | ---   | 14,0                                                    | 12,0  | 10,0  | ---   | 14,8                                                   | 12,4 | 11,7 | 1,037                                                                    |
| 22.7                                                      | 16.7 | 17.7 | 13.3  | 5.2                                               | 8.2  | 7.2  | 14.5  | 15,0                                                    | 12,0  | 10,0  | 8,0*  | 14,4                                                   | 11,5 | 10,0 | 442                                                                      |
| 11.8                                                      | 11.3 | 11.3 | 9.0   | 13.0                                              | 9.4  | 7.4  | 13.2  |                                                         |       |       |       | 13,2                                                   | 12,0 | 10,2 | 1,273                                                                    |
| 15.3                                                      | 17.4 | 19.8 | 20.2  | 9.4                                               | 8.5  | 9.5  | 9.0   | 11,4                                                    | 9,7   | 8,3   | 7,5   | 12,8                                                   | 10,7 | 9,4  | 971                                                                      |
| 12.1                                                      | 14.0 | 14.6 | 11.6  | 9.5                                               | 9.4  | 10.3 | 8.5   |                                                         |       |       |       | 12,6                                                   | 11,3 | 10,0 |                                                                          |
| ---                                                       | ---  | 9.9  | 7.2   | ---                                               | ---  | 7.7  | 6.7   | ---                                                     | ---   | ---   | ---   | 11,9                                                   | 10,1 | 8,6  | 716                                                                      |
| 17.8                                                      | 18.5 | 19.7 | ---   | 9.5                                               | 10.0 | 13.5 | ---   | 21,2                                                    | 16,4  | 13,8  | ---   | 21,3                                                   | 15,0 | 12,4 | 744                                                                      |
| 18.6                                                      | 19.3 | 20.5 | 21.3  | 7.7                                               | 9.0  | 9.6  | 8.3   | 12,8*                                                   | 12,8  | 12,6  | 12,0  | 16,1                                                   | 14,3 | 12,2 | 272                                                                      |
| 18.4                                                      | 19.2 | 20.5 | 21.4  | ---                                               | ---  | ---  | ---   | 19,8*                                                   | 15,8  | 12,6  | 12,0  | 16,0                                                   | 14,0 | 12,8 | 1,111                                                                    |
| 17.7                                                      | 18.6 | 19.6 | 18.6  | ---                                               | ---  | ---  | ---   | 21,2                                                    | 16,9  | 13,8  | 12,0  | 23,3                                                   | 17,8 | 13,8 | 427                                                                      |
| 17.8                                                      | 18.6 | 19.8 | 21.2  | 11.4                                              | 14.0 | 19.7 | 17.6  | 21,2                                                    | 16,3  | 13,8* | 12,0  | 22,3                                                   | 16,4 | 13,2 | 1,171                                                                    |
| ---                                                       | ---  | ---  | ---   | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---   | ---   | 18,8                                                   | 18,8 | 16,8 |                                                                          |
| 18.4                                                      | 19.3 | 20.1 | 21.0  | ---                                               | ---  | ---  | ---   | 19,8                                                    | 15,2  | 12,6  | 12,0  | 18,8                                                   | 16,3 | 14,4 | 2,139                                                                    |
| 17.7                                                      | 18.7 | 19.8 | ---   | 8.6                                               | 11.3 | 14.1 | ---   | 21,2                                                    | 16,3  | 13,8  | ---   | 24,6                                                   | 24,1 | 17,7 | 3,045                                                                    |
| 18.0                                                      | 18.8 | 19.7 | 21.0  | 9.1                                               | 13.0 | 15.1 | 14.2  | 21,2                                                    | 16,8  | 13,8  | 12,0  | 14,7                                                   | 14,4 | 12,8 | 1,247                                                                    |
| 17.8                                                      | 18.7 | 19.7 | 21.0  | 6.3                                               | 7.0  | 9.0  | 8.0   | 21,2                                                    | 16,8  | 13,8  | 12,0  | 21,4                                                   | 17,0 | 13,0 | 1,002                                                                    |
| 18.0                                                      | 19.0 | 20.3 | 21.3  | 7.3                                               | 7.8  | 9.4  | 8.3   | 21,2                                                    | 16,9  | 13,8  | 12,0  | 16,6                                                   | 13,8 | 12,3 | 966                                                                      |
| 18.5                                                      | 19.5 | 20.3 | 21.0  | 17.6                                              | 14.7 | 11.4 | 12.2  | 19,8                                                    | 15,3  | 12,6  | 12,0  | 15,3                                                   | 14,1 | 12,8 | 476                                                                      |
| 18.2                                                      | 19.1 | 20.7 | 21.3  | 14.4                                              | 15.5 | 13.7 | 14.5  | 19,8*                                                   | 15,8  | 12,6  | 12,0  | 20,9                                                   | 16,3 | 14,4 | 1,637                                                                    |
| 17.9                                                      | 18.8 | 19.8 | 20.9  | 10.2                                              | 13.0 | 14.1 | 4.3   | 21,2                                                    | 16,8  | 13,8  | 12,0  | 21,1                                                   | 16,8 | 13,6 | 1,128                                                                    |
| 18.5                                                      | 19.4 | 20.3 | 21.1  | 12.8                                              | 16.7 | 15.0 | 16.0  | 19,8                                                    | 15,4  | 12,6  | 12,0  | 15,4                                                   | 14,1 | 12,8 | 433                                                                      |
| 18.0                                                      | 18.9 | 20.0 | 20.8  | 11.7                                              | 14.3 | 14.4 | 10.4  | 21,2                                                    | 16,8  | 13,8  | 12,0  | 17,5                                                   | 15,0 | 13,5 | 1,423                                                                    |
| 18.4                                                      | 19.4 | 20.3 | 21.2  | 12.6                                              | 14.4 | 14.9 | 15.7  | 19,8                                                    | 15,8  | 12,6  | 12,0  | 16,4                                                   | 14,3 | 12,4 | 1,024                                                                    |
| ---                                                       | 18.7 | 19.8 | 19.8  | ---                                               | 13.0 | 14.5 | 10.5  | ---                                                     | 15,8  | 13,8  | 12,0  | 16,8                                                   | 13,9 | 12,6 | 1,510                                                                    |
| 14.3                                                      | 15.0 | 10.8 | 10.1  | 7.6                                               | 6.8  | 7.4  | 4.6   | 14,0                                                    | 11,0  | 9,0   | 7,0   | 16,5                                                   | 13,4 | 12,2 | 1,053                                                                    |
| 26.8                                                      | 17.7 | 16.5 | 15.0  | 6.0                                               | 10.6 | 9.7  | 9.1   |                                                         |       |       |       | 17,9                                                   | 13,1 | 11,0 | 1,110                                                                    |
| ---                                                       | ---  | 11.6 | 10.3  | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---   | ---   | 1,5                                                    | 10,5 | 9,0  |                                                                          |
| 14.4                                                      | 13.5 | 12.4 | 7.3   | 12,3                                              | 14,5 | 10,5 | 11,3  | 16,3                                                    | 12,7  | 9,6   | ---   | 13,3                                                   | 11,3 | 10,3 | 773                                                                      |
| 13.9                                                      | 14.2 | 15.6 | ---   | 3.8                                               | 8.7  | 10.3 | ---   | 12,0                                                    | 10,0  | 8,0   | ---   | 13,0                                                   | 11,6 | 9,0  | 409                                                                      |
| 17.9                                                      | 15.6 | 14.7 | 7.1   | ---                                               | ---  | ---  | ---   | 16,0*                                                   | 13,0* | 10,0  | ---   | 14,4                                                   | 16,0 | 11,5 | 1,515                                                                    |
| 16.4                                                      | 16.1 | 17.4 | 13.4  | 8.3                                               | 7.8  | 9.2  | 11.3  |                                                         |       |       |       | 19,5                                                   | 16,5 | 13,0 | 1,116                                                                    |
| 12.7                                                      | 12.9 | 13.4 | 14.2  | 12.2                                              | 15.2 | 21.5 | 22.2  | 16,0*                                                   | 13,0  | 11,0  | ---   | 16,5                                                   | 14,4 | 12,2 |                                                                          |
| 16.6                                                      | 17.7 | 18.1 | 20.6  | 4.8                                               | 6.7  | 8.4  | 6.2   |                                                         |       |       |       | 22,0                                                   | 15,0 | 12,0 |                                                                          |
| 20.9                                                      | 20.8 | 20.6 | 23.1  | 11.0                                              | 8.5  | 12.2 | 25.9  |                                                         |       |       |       | 19,0                                                   | 15,4 | 13,3 |                                                                          |
| 18.2                                                      | 19.0 | 19.7 | 20.5  | 11.9                                              | 12.5 | 12.8 | 13.7  | 11,5                                                    | 11,0  | 9,0   | 8,0   | 12,7                                                   | 10,9 | 9,5  | 711                                                                      |
| 14.9                                                      | 12.7 | 12.2 | 8.9   | 16.7                                              | 17.1 | 17.2 | 12.2  | 15,9*                                                   | 13,4* | 10,9* | 8,4*  | 13,7                                                   | 11,8 | 10,4 | 467                                                                      |
| 17.8                                                      | 18.5 | 18.5 | 19.2  | 12.9                                              | 10.5 | 11.4 | 11.6  |                                                         |       |       |       | 19,3                                                   | 12,3 | 11,2 | 445                                                                      |
| 12.2                                                      | 15.0 | 13.7 | 13.5  | 3.2                                               | 6.4  | 5.0  | 7.6   | 13,6                                                    | 9,6   | 8,2   | 7,0   | 11,3                                                   | 9,6  | 8,5  | 404                                                                      |

| NAME OF INSTITUTION        | NOTES | (1)<br>RET. | (2)<br>INST<br>CATE<br>GORY | (4)<br>RATING OF<br>AVERAGE COMPENSATION<br>BY RANK |      |      |       | (5)<br>NUMBER OF FULL-TIME<br>FACULTY MEMBERS BY RANK |      |       |       | (6)<br>AVERAGE COMPENSATION<br>BY RANK<br>(NEAREST HUNDRED) |      |      |       |
|----------------------------|-------|-------------|-----------------------------|-----------------------------------------------------|------|------|-------|-------------------------------------------------------|------|-------|-------|-------------------------------------------------------------|------|------|-------|
|                            |       |             |                             | PROF                                                | ASSO | ASST | INSTR | PROF                                                  | ASSO | ASST  | INSTR | PROF                                                        | ASSO | ASST | INSTR |
|                            |       |             |                             |                                                     |      |      |       |                                                       |      |       |       |                                                             |      |      |       |
| NEW YORK (CONTINUED)       |       |             |                             |                                                     |      |      |       |                                                       |      |       |       |                                                             |      |      |       |
| ELMIRA COLLEGE             | V     |             | II                          | 4                                                   | 4    | 3    | 3     | 17                                                    | 13   | 22    | 21    | 18,3                                                        | 14,6 | 12,6 | 10,5  |
| ERIE COMMUNITY COLLEGE     | V     |             | III                         | 3                                                   | 3    | 4    | 6     | 23                                                    | 31   | 110   | 53    | 18,8                                                        | 16,0 | 13,1 | 10,4  |
| FASHION INSTITUTE          |       |             | III                         | 1                                                   | 1    | 1    | 1     | 18                                                    | 26   | 65    | 26    | 27,0                                                        | 22,1 | 17,0 | 13,8  |
| FORDHAM UNIVERSITY         | V     |             | I                           | 7                                                   | 8    | 10   | 5     | 81                                                    | 128  | 170   | 78    | 21,0                                                        | 15,4 | 12,3 | 10,2  |
| FULTON-MONROE CMTY C       | V     |             | III                         | --                                                  | 2    | 3    | 3     | 3                                                     | 13   | 28    | 20    | ---                                                         | 17,1 | 13,6 | 11,7  |
| GENESEE COMMUNITY COLLEGE  | V     |             | III                         | --                                                  | 2    | 3    | 4     | 15                                                    | 40   | 18    | 18    | ---                                                         | 12,3 | 13,7 | 11,1  |
| GOOD COUNSEL COLLEGE       | V     |             | II                          | 10                                                  | --   | 10   | 10    | 6                                                     | 4    | 16    | 6     | 11,7                                                        | ---  | 9,2  | 8,1   |
| HAMILTON COLLEGE           | V     |             | II                          | 2                                                   | 3    | 4    | --    | 33                                                    | 17   | 29    | 2     | 20,3                                                        | 15,5 | 12,5 | ---   |
| HARTWICK COLLEGE           | V     |             | II                          | 7                                                   | 6    | 6    | 8     | 21                                                    | 15   | 53    | 19    | 16,4                                                        | 14,0 | 11,8 | 9,1   |
| HERKIMER CO CMTY COLL      | V     |             | III                         | --                                                  | --   | 3    | 5     | 3                                                     | 13   | 17    | 17    | ---                                                         | ---  | 13,3 | 10,6  |
| HOBART & WM SMITH COLLS    | V     |             | II                          | 3                                                   | 5    | 5    | 5     | 26                                                    | 18   | 27    | 23    | 13,1                                                        | 14,4 | 12,1 | 9,8   |
| HOFSTRA UNIVERSITY         | V     |             | II                          | 1                                                   | 1    | 1    | 2     | 70                                                    | 103  | 100   | 80    | 22,3                                                        | 17,4 | 14,0 | 11,0  |
| IONA COLLEGE               | V     |             | II                          | 4                                                   | 3    | 6    | 9     | 10                                                    | 22   | 62    | 23    | 18,1                                                        | 15,3 | 11,7 | 9,0   |
| ITHACA COLLEGE             | V     |             | II                          | 5                                                   | 5    | 5    | 4     | 27                                                    | 49   | 117   | 26    | 17,2                                                        | 14,5 | 12,2 | 10,1  |
| JAMESTOWN CMTY COLLEGE     | V     |             | III                         | --                                                  | 6    | 6    | 7     | 5                                                     | 18   | 20    | 26    | ---                                                         | 14,6 | 12,2 | 10,1  |
| JEFFERSON COMMUNITY COLL   | V     |             | III                         | --                                                  | 7    | 8    | 7     | 3                                                     | 17   | 19    | 14    | ---                                                         | 13,8 | 11,4 | 10,1  |
| KEUKA COLLEGE              | V     |             | II                          | 5                                                   | 4    | 6    | 4     | 7                                                     | 11   | 22    | 18    | 17,3                                                        | 15,0 | 11,8 | 10,1  |
| KIRKLAND COLLEGE           | V     |             | II                          | --                                                  | 3    | 4    | 2     | 4                                                     | 12   | 14    | 8     | ---                                                         | 15,3 | 12,4 | 10,7  |
| LE MOYNE COLLEGE           | V     |             | II                          | 5                                                   | 4    | 4    | 4     | 12                                                    | 18   | 20    | 11    | 17,2                                                        | 14,8 | 12,4 | 10,0  |
| LONG ISLAND UNIVERSITY     | V     |             | II                          | 1                                                   | 1    | 2    | 2     | 153                                                   | 232  | 256   | 169   | 22,2                                                        | 16,8 | 13,5 | 10,5  |
| MANHATTAN COLLEGE          | V     |             | II                          | 2                                                   | 2    | 2    | 3     | 22                                                    | 56   | 76    | 28    | 20,6                                                        | 16,5 | 13,1 | 10,3  |
| MANHATTANVILLE COLLEGE     | V     |             | II                          | 5                                                   | 5    | 4    | 3     | 22                                                    | 24   | 26    | 11    | 17,4                                                        | 14,5 | 12,3 | 10,5  |
| MARIST COLLEGE             | V     |             | II                          | 6                                                   | 4    | 3    | 4     | 6                                                     | 12   | 35    | 11    | 16,7                                                        | 14,7 | 12,6 | 10,2  |
| MARYMOUNT COLLEGE          | V     |             | II                          | 2                                                   | 3    | 4    | 4     | 11                                                    | 18   | 21    | 15    | 20,4                                                        | 15,6 | 12,5 | 10,1  |
| MARYMOUNT MANHATTAN COLL   | V     |             | II                          | --                                                  | 6    | 5    | 5     | 3                                                     | 6    | 18    | 14    | ---                                                         | 13,9 | 12,0 | 9,8   |
| MERCY COLLEGE              | V     |             | II                          | 7                                                   | 8    | 9    | 7     | 6                                                     | 6    | 29    | 13    | 16,4                                                        | 13,0 | 10,3 | 9,5   |
| MOLLOY CATH COLL WOMEN     | V     |             | II                          | --                                                  | --   | 10   | 8     | 2                                                     | 3    | 7     | 31    | ---                                                         | ---  | 10,0 | 9,2   |
| MONROE COMMUNITY COLLEGE   | V     |             | III                         | 3                                                   | 3    | 3    | 3     | 39                                                    | 74   | 75    | 71    | 19,3                                                        | 15,9 | 14,0 | 11,7  |
| NASSAU CMTY COLLEGE        | V     |             | III                         | 1                                                   | 1    | 1    | 1     | 38                                                    | 60   | 117   | 134   | 24,6                                                        | 19,7 | 16,3 | 13,7  |
| NAZARETH COLL OF ROCHESTER | V     |             | II                          | --                                                  | 5    | 7    | 8     | 5                                                     | 8    | 19    | 24    | ---                                                         | 14,6 | 11,3 | 9,2   |
| NEW SCH FOR SOC RESEARCH   | V     |             | I                           | 1                                                   | 2    | 4    | --    | 19                                                    | 14   | 13    | --    | 28,6                                                        | 17,3 | 13,7 | --    |
| NEW YORK INST OF TECH      | V     |             | II                          | 5                                                   | 6    | 5    | 4     | 27                                                    | 53   | 97    | 61    | 17,3                                                        | 14,0 | 12,0 | 10,1  |
| NEW YORK UNIVERSITY        | V     |             | I                           | 3                                                   | 4    | 3    | 5     | 473                                                   | 342  | 279   | 115   | 24,0                                                        | 17,1 | 14,0 | 10,3  |
| PACE COLLEGE               | V     |             | II                          | 1                                                   | 2    | 2    | 2     | 49                                                    | 41   | 91    | 63    | 21,7                                                        | 16,5 | 13,4 | 11,0  |
| POLY INST OF BROOKLYN      | V     |             | I                           | 7                                                   | 7    | 7    | 10    | 88                                                    | 93   | 55    | 42    | 20,4                                                        | 15,5 | 12,9 | 8,8   |
| PRATT INSTITUTE            | V     |             | II                          | 2                                                   | 2    | 3    | 2     | 46                                                    | 47   | 59    | 32    | 20,3                                                        | 16,8 | 12,7 | 10,7  |
| RENSSELAER POLY INSTITUTE  | V     |             | I                           | 6                                                   | 7    | 4    | 10    | 117                                                   | 102  | 79    | 24    | 21,1                                                        | 15,9 | 13,6 | 8,9   |
| ROCHESTER INST OF TECH     | V     |             | II                          | 6                                                   | 4    | 5    | 5     | 59                                                    | 99   | 168   | 68    | 16,6                                                        | 14,6 | 12,1 | 9,8   |
| ROCKLAND COMM COLL         | V     |             | III                         | 2                                                   | 2    | 2    | 2     | 14                                                    | 16   | 55    | 33    | 20,3                                                        | 17,1 | 14,6 | 12,5  |
| ROSARY HILL COLLEGE        | V     |             | II                          | 5                                                   | 8    | 7    | 7     | 10                                                    | 14   | 33    | 25    | 17,1                                                        | 13,0 | 11,5 | 9,5   |
| RUSSELL SAGE COLLEGE       | V     |             | II                          | 4                                                   | 3    | 4    | 3     | 13                                                    | 20   | 28    | 33    | 18,6                                                        | 15,2 | 12,5 | 10,4  |
| ST BONAVENTURE UNIVERSITY  | V     |             | II                          | 4                                                   | 6    | 7    | 7     | 20                                                    | 21   | 51    | 18    | 13,7                                                        | 14,0 | 11,3 | 9,4   |
| ST FRANCIS COLLEGE         | V     |             | II                          | 5                                                   | 6    | 7    | 9     | 12                                                    | 15   | 24    | 20    | 17,2                                                        | 13,7 | 11,8 | 8,9   |
| SAINT JOHN FISHER COLL     | V     |             | II                          | --                                                  | 4    | 6    | 5     | 5                                                     | 16   | 26    | 10    | ---                                                         | 14,7 | 11,8 | 10,0  |
| ST JOHN'S UNIVERSITY       | V     |             | I                           | 5                                                   | 3    | 3    | 4     | 99                                                    | 109  | 166   | 79    | 22,2                                                        | 17,3 | 13,9 | 10,8  |
| ST LAWRENCE UNIVERSITY     | PNA   |             | II                          |                                                     |      |      |       |                                                       |      |       |       |                                                             |      |      |       |
| SIENA COLLEGE              | V     |             | II                          | 4                                                   | 5    | 6    | 6     | 15                                                    | 9    | 29    | 8     | 18,3                                                        | 14,4 | 11,8 | 9,7   |
| SKIDMORE COLLEGE           | V     |             | II                          | 3                                                   | 5    | 4    | 4     | 30                                                    | 32   | 57    | 45    | 19,2                                                        | 14,2 | 12,3 | 10,1  |
| SUNY A/T COLL ALFRED       | V     |             | III                         | 2                                                   | 3    | 3    | 4     | 26                                                    | 41   | 112   | 31    | 20,0                                                        | 16,3 | 13,8 | 11,1  |
| SUNY A/T COLL CANTON       | V     |             | III                         | 1                                                   | 4    | 6    | 5     | 22                                                    | 27   | 44    | 30    | 19,1                                                        | 15,4 | 12,4 | 10,8  |
| SUNY A/T COLL COBLESKILL   | V     |             | III                         | 4                                                   | 5    | 5    | 5     | 19                                                    | 30   | 43    | 21    | 19,2                                                        | 15,0 | 12,8 | 10,7  |
| SUNY A/T COLL DELHI        | V     |             | III                         | 3                                                   | 4    | 3    | 4     | 15                                                    | 23   | 46    | 34    | 18,8                                                        | 15,4 | 13,9 | 11,2  |
| SUNY A/T COLL FARMINGDALE  | V     |             | III                         | 3                                                   | 3    | 3    | 4     | 63                                                    | 68   | 121   | 69    | 19,4                                                        | 16,1 | 13,6 | 11,3  |
| SUNY A/T COLL MORRISVILLE  | V     |             | III                         | 3                                                   | 4    | 3    | 4     | 17                                                    | 45   | 38    | 21    | 18,8                                                        | 15,8 | 13,5 | 11,3  |
| SUNY ALL ARTS/SCI COMB     | V     |             | II                          | 2                                                   | 1    | 1    | 1     | 847                                                   | 906  | 1,302 | 433   | 21,2                                                        | 17,0 | 14,0 | 11,2  |
| SUNY ARTS/SCI BROCKPORT    | V     |             | II                          | 1                                                   | 1    | 1    | 1     | 82                                                    | 86   | 179   | 64    | 22,2                                                        | 17,9 | 14,9 | 11,3  |
| SUNY ARTS/SCI BUFFALO      | V     |             | II                          | 2                                                   | 1    | 1    | 1     | 154                                                   | 155  | 192   | 59    | 21,2                                                        | 16,8 | 13,8 | 11,2  |
| SUNY ARTS/SCI CORTLAND     | V     |             | II                          | 2                                                   | 2    | 1    | 1     | 73                                                    | 82   | 103   | 39    | 20,9                                                        | 16,5 | 13,8 | 11,4  |
| SUNY ARTS/SCI FREDONIA     | V     |             | II                          | 1                                                   | 1    | 1    | 1     | 52                                                    | 74   | 86    | 43    | 22,5                                                        | 17,9 | 14,5 | 11,8  |
| SUNY ARTS/SCI GENESIO      | V     |             | II                          | 1                                                   | 1    | 1    | 1     | 76                                                    | 67   | 106   | 42    | 21,7                                                        | 16,8 | 14,0 | 11,2  |
| SUNY ARTS/SCI NEW PALTZ    | V     |             | II                          | 2                                                   | 2    | 1    | 1     | 112                                                   | 87   | 147   | 27    | 20,4                                                        | 16,5 | 14,0 | 10,9  |
| SUNY ARTS/SCI OLD WESTBURY | V     |             | II                          | --                                                  | --   | 1    | --    | 4                                                     | 5    | 6     | --    | ---                                                         | ---  | 15,0 | --    |
| SUNY ARTS/SCI ONEONTA      | V     |             | II                          | 3                                                   | 2    | 3    | 3     | 100                                                   | 108  | 122   | 33    | 19,8                                                        | 16,1 | 13,1 | 10,5  |
| SUNY ARTS/SCI OSWEGO       | V     |             | II                          | 1                                                   | 1    | 1    | 2     | 86                                                    | 123  | 145   | 47    | 22,2                                                        | 17,4 | 13,6 | 10,8  |
| SUNY ARTS/SCI PLATTSBURGH  | V     |             | II                          | 2                                                   | 1    | 1    | 1     | 44                                                    | 71   | 117   | 48    | 20,9                                                        | 17,4 | 14,4 | 11,5  |
| SUNY ARTS/SCI POTSDAM      | V     |             | II                          | 2                                                   | 1    | 1    | 2     | 64                                                    | 48   | 99    | 26    | 21,1                                                        | 16,7 | 14,0 | 11,0  |
| SUNY COLL FORESTRY         | V     |             | II                          | 2                                                   | 2    | 1    | 2     | 38                                                    | 21   | 24    | 6     | 20,4                                                        | 15,9 | 14,0 | 10,9  |
| SUNY MARITIME COLL         | V     |             | II                          | 1                                                   | 1    | 1    | 1     | 15                                                    | 17   | 15    | 8     | 23,1                                                        | 17,3 | 14,2 | 11,7  |
| SUNY AT ALBANY             | V     |             | I                           | 2                                                   | 1    | 1    | 1     | 220                                                   | 175  | 195   | 75    | 25,0                                                        | 18,6 | 14,9 | 11,5  |
| SUNY AT BINGHAMTON         | V     |             | I                           | 1                                                   | 1    | 1    | 1     | 106                                                   | 122  | 97    | 38    | 26,0                                                        | 19,4 | 15,2 | 12,1  |
| SUNY AT BUFFALO            | V     |             | I                           | 1                                                   | 1    | 1    | 3     | 313                                                   | 300  | 334   | 35    | 26,9                                                        | 19,4 | 15,1 | 11,0  |
| SUNY AT STONY BROOK        | V     |             | I                           | 1                                                   | 1    | 1    | 1     | 155                                                   | 142  | 174   | 52    | 27,5                                                        | 19,9 | 15,2 | 11,8  |
| SULLIVAN COUNTY CMTY COLL  | V     |             | III                         | 3                                                   | 3    | 2    | 2     | 7                                                     | 17   | 27    | 10    | 19,9                                                        | 16,3 | 14,6 | 12,6  |
| SYRACUSE UNIVERSITY        | V     |             | I                           | 5                                                   | 6    | 5    | 9     | 239                                                   | 252  | 267   | 60    | 22,4                                                        | 16,3 | 13,5 | 9,6   |
| SYRACUSE UNIV UTICA COLL   | V     |             | II                          | 4                                                   | 5    | 5    | 8     | 7                                                     | 21   | 51    | 19    | 18,6                                                        | 14,1 | 12,0 | 9,3   |
| UNION COLLEGE              | V     |             | II                          | 2                                                   | 2    | 3    | 2     | 42                                                    | 34   | 44    | 30    | 20,2                                                        | 15,9 | 12,7 | 10,6  |
| UNION THEOLOGICAL SEM      | V     |             | II                          | 1                                                   | 1    | 1    | --    | 19                                                    | 7    | 12    | 1     | 22,9                                                        | 19,6 | 14,3 | ---   |
| U S MERCHANT MARINE ACAD   | V     |             | II                          | 1                                                   | 1    | 2    | 1     | 21                                                    | 27   | 29    | 12    | 21,8                                                        | 17,2 | 13,5 | 11,6  |
| UNIVERSITY OF ROCHESTER    | V     |             | I                           | 2                                                   | 1    | 3    | 5     | 184                                                   | 115  | 158   | 31    | 25,5                                                        | 18,1 | 14,1 | 10,2  |
| VASSAR COLLEGE             | V     |             | II                          | 2                                                   | 2    | 5    | 4     | 56                                                    | 35   | 56    | 17    | 20,8                                                        | 16,1 | 12,2 | 10,2  |
| WAGNER                     |       |             |                             |                                                     |      |      |       |                                                       |      |       |       |                                                             |      |      |       |



| (7)<br>FRINGE BENEFITS<br>AS PERCENT OF<br>AVERAGE SALARY |      |      |       | (8)<br>ACTUAL<br>PERCENTAGE INCREASE<br>IN SALARY |      |      |       | (9)<br>ANNOUNCED<br>MINIMUM SALARY<br>(NEAREST HUNDRED) |       |       |       | (10)<br>SALARY<br>DISTRIBUTION<br>(ALL RANKS COMBINED) |      |      | (11)<br>FULL-TIME<br>FACULTY<br>COMP./FULL TIME<br>STUDENT<br>EQUIVALENT |       |
|-----------------------------------------------------------|------|------|-------|---------------------------------------------------|------|------|-------|---------------------------------------------------------|-------|-------|-------|--------------------------------------------------------|------|------|--------------------------------------------------------------------------|-------|
| PROF                                                      | ASSO | ASST | INSTR | PROF                                              | ASSO | ASST | INSTR | PROF                                                    | ASSO  | ASST  | INSTR | HQ                                                     | *DN  | LQ   |                                                                          |       |
| 13.6                                                      | 14.5 | 15.1 | 15.9  | 5.2                                               | 7.2  | 7.8  | 8.3   | 12.8                                                    | 14.4  | 9.6   | 8.0   | 13.8                                                   | 11.3 | 9.6  | 799                                                                      |       |
| 18.5                                                      | 19.2 | 20.1 | 21.0  | 4.8                                               | 13.2 | 16.8 | 17.6  | 19.2                                                    | 16.0  | 13.9  | 12.6  | 19.5                                                   | 16.4 | 13.4 | 857                                                                      |       |
| 3.6                                                       | 4.5  | 5.9  | 7.3   | 6.8                                               | 7.1  | 6.4  | 7.6   | ---                                                     | ---   | ---   | ---   | 14.7                                                   | 11.9 | 10.4 | 1,492                                                                    |       |
| 11.5                                                      | 12.1 | 11.2 | 9.5   | ---                                               | 10.3 | 9.9  | 9.9   | ---                                                     | 12.3  | 9.8   | 8.2   | 13.3                                                   | 10.9 | 10.1 | 708                                                                      |       |
| ---                                                       | 22.5 | 24.4 | 23.2  | ---                                               | 22.3 | 20.2 | 20.6  | ---                                                     | 11.1  | 9.5   | 8.5   | 14.8                                                   | 11.5 | 9.8  | 693                                                                      |       |
| ---                                                       | 19.0 | 20.1 | 20.6  | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---   | ---   | 10.4                                                   | 9.0  | 7.8  | 687                                                                      |       |
| 2.1                                                       | ---  | 5.0  | 5.5   | 4.5                                               | ---  | 3.6  | 7.6   | 11.0                                                    | ---   | 8.0   | 7.0   | 10.4                                                   | 9.0  | 7.8  | 800                                                                      |       |
| 16.1                                                      | 16.6 | 12.7 | ---   | 11.3                                              | 15.0 | 15.3 | ---   | 13.0                                                    | 11.0  | 8.8   | ---   | 16.5                                                   | 13.5 | 11.3 | 1,440                                                                    |       |
| 14.4                                                      | 14.3 | 13.7 | 14.7  | 4.8                                               | 6.0  | 7.2  | 6.3   | 12.5                                                    | 10.0  | 8.0   | 6.5   | 12.7                                                   | 10.9 | 9.2  | 910                                                                      |       |
| ---                                                       | ---  | 19.5 | 20.5  | ---                                               | ---  | 14.9 | 15.4  | ---                                                     | ---   | 9.0   | 7.7   | 11.7                                                   | 9.8  | 8.6  | 675                                                                      |       |
| 16.8                                                      | 15.2 | 14.5 | 13.1  | 5.2                                               | 8.3  | 8.2  | 6.0   | ---                                                     | ---   | ---   | ---   | 19.0                                                   | 11.0 | 9.1  | 859                                                                      |       |
| 16.2                                                      | 15.5 | 13.8 | 11.8  | 12.7                                              | 13.9 | 15.2 | 18.1  | ---                                                     | ---   | ---   | ---   | 16.1                                                   | 13.2 | 11.2 | 857                                                                      |       |
| 9.2                                                       | 9.6  | 9.8  | 9.4   | 14.5                                              | 16.1 | 14.7 | 11.9  | 14.5                                                    | 12.0  | 9.5   | 7.5   | 13.0                                                   | 11.0 | 9.5  | 476                                                                      |       |
| 11.6                                                      | 11.8 | 8.4  | 6.8   | 9.7                                               | 9.7  | 11.5 | 12.0  | 12.9                                                    | 10.7* | 9.3*  | 7.0   | 13.1                                                   | 11.6 | 10.7 | 756                                                                      |       |
| ---                                                       | 17.7 | 18.3 | 18.7  | ---                                               | 13.9 | 16.3 | 9.3   | ---                                                     | 11.5  | 9.6   | 7.6   | 12.1                                                   | 10.5 | 8.5  | 530                                                                      |       |
| ---                                                       | 9.0  | 11.5 | 16.1  | ---                                               | 11.5 | 10.3 | 10.0  | ---                                                     | 10.8  | 9.1   | 7.6   | 12.8                                                   | 10.8 | 9.1  | 527                                                                      |       |
| 16.5                                                      | 13.9 | 13.5 | 8.4   | 7.0                                               | 8.4  | 8.5  | 12.7  | ---                                                     | 11.5* | 10.0  | 8.4*  | 12.4                                                   | 10.5 | 9.6  | 865                                                                      |       |
| ---                                                       | 17.7 | 11.7 | 11.0  | ---                                               | 7.0  | 6.6  | 7.2   | ---                                                     | ---   | ---   | ---   | 13.3                                                   | 11.5 | 10.6 | 1,166                                                                    |       |
| 10.7                                                      | 11.4 | 12.2 | 13.6  | 8.5                                               | 8.8  | 9.5  | 9.3   | ---                                                     | ---   | ---   | ---   | 13.9                                                   | 11.7 | 10.4 | ---                                                                      |       |
| 15.5                                                      | 16.3 | 16.0 | 13.2  | ---                                               | ---  | ---  | ---   | 15.5                                                    | 12.3  | 10.1  | 8.0   | 15.5                                                   | 13.5 | 11.5 | 845                                                                      |       |
| 13.6                                                      | 14.0 | 14.3 | 14.1  | 14.6                                              | 20.2 | 19.4 | 15.6  | 14.7                                                    | 11.5  | 9.0   | 7.5   | 14.5                                                   | 12.5 | 10.8 | ---                                                                      |       |
| 10.1                                                      | 12.7 | 11.4 | 9.3   | 7.8                                               | 9.2  | 8.7  | 8.0   | 12.0*                                                   | 10.5  | 9.0   | 6.5   | 13.9                                                   | 11.6 | 10.6 | 1,038                                                                    |       |
| 10.1                                                      | 10.9 | 10.6 | 8.2   | 12.3                                              | 16.7 | 15.6 | 13.1  | 14.0                                                    | 12.0  | 10.0  | 4.0   | 12.8                                                   | 11.7 | 10.5 | 553                                                                      |       |
| 10.2                                                      | 9.1  | 8.9  | 7.1   | 12.0                                              | 9.8  | 10.3 | 10.4  | 10.3                                                    | 13.2  | 10.6  | 8.6   | 14.6                                                   | 12.4 | 10.6 | ---                                                                      |       |
| ---                                                       | 8.5  | 10.6 | 9.5   | ---                                               | 32.4 | 39.1 | 20.1  | ---                                                     | 12.0  | 10.1  | 8.2   | 12.0                                                   | 10.6 | 9.0  | 668                                                                      |       |
| 10.0                                                      | 11.3 | 13.0 | 13.4  | 15.1                                              | 15.7 | 5.7  | 11.1  | ---                                                     | ---   | ---   | ---   | 10.8                                                   | 9.3  | 9.4  | 702                                                                      |       |
| ---                                                       | ---  | 11.0 | 11.9  | ---                                               | ---  | 9.5  | 11.6  | ---                                                     | ---   | ---   | ---   | 9.9                                                    | 8.1  | 7.8  | 959                                                                      |       |
| 18.6                                                      | 19.4 | 20.3 | 21.1  | 10.7                                              | 10.8 | 10.4 | 11.0  | 13.7                                                    | 11.0  | 9.5   | 7.9   | 13.8                                                   | 11.8 | 10.5 | 649                                                                      |       |
| 18.0                                                      | 18.7 | 19.5 | 20.4  | 11.6                                              | 16.3 | 15.6 | 8.8   | 16.5                                                    | 13.7  | 11.6  | 10.3  | 15.8                                                   | 13.3 | 11.4 | 888                                                                      |       |
| ---                                                       | 11.5 | 9.6  | 8.6   | ---                                               | 4.7  | 7.8  | 4.8   | ---                                                     | 11.5* | 9.4*  | 7.5   | 12.3                                                   | 9.8  | 8.8  | 538                                                                      |       |
| 21.9                                                      | 16.9 | 16.4 | ---   | 8.3                                               | 9.3  | 10.2 | ---   | ---                                                     | ---   | ---   | ---   | 21.0                                                   | 17.0 | 13.2 | ---                                                                      |       |
| 10.7                                                      | 12.2 | 13.3 | 14.6  | 9.6                                               | 10.2 | 10.2 | 9.4   | 13.5                                                    | 11.0  | 9.6   | 7.7   | 12.3                                                   | 10.8 | 9.3  | 735                                                                      |       |
| 12.7                                                      | 13.6 | 14.2 | 11.7  | 9.0                                               | 11.1 | 11.3 | 10.5  | ---                                                     | ---   | ---   | ---   | 19.2                                                   | 15.0 | 12.0 | 1,095                                                                    |       |
| 11.2                                                      | 13.5 | 12.9 | 11.8  | 14.2                                              | 13.4 | 13.1 | 11.0  | 14.5                                                    | 12.5  | 10.0  | 8.5   | 14.9                                                   | 12.3 | 10.6 | 637                                                                      |       |
| 10.6                                                      | 11.5 | 11.5 | 7.8   | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---   | ---   | 16.8                                                   | 13.8 | 11.5 | 1,425                                                                    |       |
| 15.6                                                      | 14.8 | 12.4 | 10.2  | 12.3                                              | 12.6 | 13.9 | 19.1  | 14.0                                                    | 11.3  | 9.4   | 8.1   | 15.8                                                   | 12.9 | 10.8 | 755                                                                      |       |
| 12.7                                                      | 13.9 | 12.9 | 8.6   | 9.0                                               | 8.4  | 9.8  | 5.8   | ---                                                     | ---   | ---   | ---   | 16.6                                                   | 14.0 | 12.0 | 1,146                                                                    |       |
| 11.8                                                      | 12.7 | 13.9 | 15.6  | 10.1                                              | 10.5 | 9.7  | 9.0   | ---                                                     | ---   | ---   | ---   | 13.2                                                   | 11.6 | 10.2 | 1,171                                                                    |       |
| 18.3                                                      | 19.1 | 19.8 | 20.4  | 15.0                                              | 15.9 | 13.4 | 15.6  | 13.8                                                    | 12.3  | 10.2  | 8.7   | 13.5                                                   | 12.1 | 10.8 | 594                                                                      |       |
| 9.8                                                       | 10.9 | 11.6 | 9.8   | 11.8                                              | 9.1  | 11.5 | 11.6  | 13.6                                                    | 10.8  | 9.1   | 7.9   | 11.9                                                   | 10.5 | 9.1  | 840                                                                      |       |
| 18.5                                                      | 16.2 | 13.5 | 10.2  | 7.2                                               | 8.0  | 8.1  | 6.7   | ---                                                     | ---   | ---   | ---   | 13.8                                                   | 11.0 | 9.3  | 921                                                                      |       |
| 15.1                                                      | 16.1 | 11.9 | 10.6  | 6.1                                               | 11.2 | 11.5 | 7.7   | 13.5                                                    | 10.0  | 8.5   | 7.5   | 12.5                                                   | 10.2 | 8.3  | 647                                                                      |       |
| 13.8                                                      | 19.2 | 13.2 | 7.6   | 6.9                                               | 7.7  | 7.0  | 7.8   | 12.3                                                    | 10.5  | 8.6   | 7.5*  | 12.5                                                   | 10.0 | 8.5  | 535                                                                      |       |
| ---                                                       | 15.0 | 12.2 | 9.9   | ---                                               | 10.7 | 7.7  | 6.7   | ---                                                     | 10.5  | 9.0   | 8.0   | 12.8                                                   | 11.0 | 10.0 | 553                                                                      |       |
| 13.0                                                      | 12.5 | 12.2 | 10.1  | 12.0                                              | 12.0 | 12.0 | 12.0  | ---                                                     | ---   | ---   | ---   | 16.5                                                   | 13.4 | 11.1 | 792                                                                      |       |
| 14.3                                                      | 15.4 | 13.3 | 10.4  | 15.2                                              | 14.9 | 15.6 | 13.2  | 14.7*                                                   | 11.6  | 10.0* | 8.4*  | 14.5                                                   | 11.1 | 10.0 | 503                                                                      |       |
| 13.7                                                      | 15.1 | 14.7 | 9.8   | 8.1                                               | 8.5  | 9.4  | 9.1   | 13.0                                                    | 10.8  | 8.8   | 7.4   | 12.7                                                   | 11.0 | 9.9  | 1,204                                                                    |       |
| 18.5                                                      | 19.3 | 19.7 | 20.1  | 10.3                                              | 10.7 | 10.6 | 12.3  | ---                                                     | ---   | ---   | ---   | 11.6                                                   | 11.9 | 10.7 | 744                                                                      |       |
| 18.6                                                      | 19.5 | 20.0 | 20.4  | 10.8                                              | 10.5 | 11.1 | 11.4  | ---                                                     | ---   | ---   | ---   | 13.2                                                   | 10.7 | 9.7  | 812                                                                      |       |
| 18.6                                                      | 19.1 | 19.9 | 19.3  | 10.4                                              | 10.9 | 11.0 | 10.8  | ---                                                     | ---   | ---   | ---   | 12.9                                                   | 11.1 | 10.0 | 776                                                                      |       |
| 18.8                                                      | 19.4 | 19.7 | 20.4  | 10.5                                              | 10.4 | 11.6 | 10.4  | ---                                                     | ---   | ---   | ---   | 13.2                                                   | 11.4 | 10.0 | 710                                                                      |       |
| 18.7                                                      | 19.1 | 19.5 | 19.6  | 10.5                                              | 11.0 | 10.7 | 11.7  | ---                                                     | ---   | ---   | ---   | 14.0                                                   | 11.9 | 10.5 | 631                                                                      |       |
| 18.8                                                      | 19.4 | 19.8 | 20.4  | 10.8                                              | 10.9 | 10.8 | 11.0  | ---                                                     | ---   | ---   | ---   | 13.6                                                   | 12.1 | 10.7 | 705                                                                      |       |
| 18.2                                                      | 18.9 | 19.3 | 19.9  | 10.3                                              | 10.8 | 10.9 | 11.1  | ---                                                     | ---   | ---   | ---   | 15.6                                                   | 13.3 | 11.3 | 972                                                                      |       |
| 18.1                                                      | 18.7 | 19.1 | 19.9  | 10.5                                              | 10.8 | 10.8 | 11.0  | ---                                                     | ---   | ---   | ---   | 15.8                                                   | 13.4 | 11.6 | 880                                                                      |       |
| 18.1                                                      | 18.9 | 19.4 | 19.9  | 10.4                                              | 10.8 | 11.1 | 11.9  | ---                                                     | ---   | ---   | ---   | 15.9                                                   | 13.3 | 11.4 | 1,078                                                                    |       |
| 18.2                                                      | 18.9 | 19.5 | 19.9  | 10.6                                              | 11.1 | 11.4 | 9.4   | ---                                                     | ---   | ---   | ---   | 15.6                                                   | 12.9 | 11.2 | 1,011                                                                    |       |
| 18.1                                                      | 18.8 | 19.2 | 19.9  | 10.1                                              | 10.4 | 11.5 | 10.6  | ---                                                     | ---   | ---   | ---   | 16.0                                                   | 13.7 | 11.3 | 933                                                                      |       |
| 18.0                                                      | 19.0 | 19.4 | 20.0  | 9.8                                               | 10.6 | 11.9 | 11.1  | ---                                                     | ---   | ---   | ---   | 15.4                                                   | 13.1 | 11.1 | 964                                                                      |       |
| 18.3                                                      | 18.9 | 19.2 | 19.5  | 9.2                                               | 11.4 | 11.0 | 13.0  | ---                                                     | ---   | ---   | ---   | 15.6                                                   | 13.3 | 11.5 | 908                                                                      |       |
| ---                                                       | ---  | 19.0 | ---   | ---                                               | ---  | 12.7 | ---   | ---                                                     | ---   | ---   | ---   | ---                                                    | ---  | ---  | 1,435                                                                    |       |
| 18.4                                                      | 19.0 | 19.8 | 19.9  | 10.5                                              | 11.0 | 10.8 | 11.4  | ---                                                     | ---   | ---   | ---   | 19.5                                                   | 16.6 | 12.5 | ---                                                                      |       |
| 17.8                                                      | 18.6 | 19.4 | 19.9  | 10.7                                              | 10.7 | 10.1 | 10.9  | ---                                                     | ---   | ---   | ---   | 14.9                                                   | 12.5 | 10.9 | 1,052                                                                    |       |
| 18.4                                                      | 18.7 | 19.3 | 19.8  | 10.5                                              | 10.9 | 10.6 | 10.3  | ---                                                     | ---   | ---   | ---   | 16.1                                                   | 12.9 | 11.0 | 926                                                                      |       |
| 18.4                                                      | 19.0 | 19.3 | 19.9  | 10.9                                              | 10.7 | 11.1 | 12.2  | ---                                                     | ---   | ---   | ---   | 15.0                                                   | 13.1 | 11.3 | 917                                                                      |       |
| 18.5                                                      | 19.2 | 19.6 | 20.7  | 9.8                                               | 10.8 | 10.7 | 11.6  | ---                                                     | ---   | ---   | ---   | 15.2                                                   | 13.0 | 11.3 | 977                                                                      |       |
| 17.9                                                      | 18.8 | 19.2 | 20.0  | 10.2                                              | 10.6 | 11.0 | 10.7  | ---                                                     | ---   | ---   | ---   | 16.2                                                   | 13.7 | 12.0 | 1,042                                                                    |       |
| 17.8                                                      | 18.6 | 19.2 | 20.0  | 9.9                                               | 10.6 | 10.9 | 11.7  | ---                                                     | ---   | ---   | ---   | 16.7                                                   | 13.9 | 11.5 | 1,131                                                                    |       |
| 17.8                                                      | 18.5 | 19.1 | 19.6  | 10.0                                              | 11.0 | 10.6 | 10.6  | ---                                                     | ---   | ---   | ---   | 18.4                                                   | 15.1 | 12.1 | 1,154                                                                    |       |
| 18.1                                                      | 19.1 | 20.1 | 21.7  | 9.9                                               | 10.5 | 11.4 | 11.3  | ---                                                     | ---   | ---   | ---   | 19.6                                                   | 15.8 | 12.8 | 1,127                                                                    |       |
| 17.4                                                      | 18.3 | 18.9 | 19.9  | 9.8                                               | 10.3 | 10.9 | 10.4  | ---                                                     | ---   | ---   | ---   | 19.8                                                   | 15.5 | 12.5 | 1,230                                                                    |       |
| 20.0                                                      | 19.5 | 20.1 | 19.9  | 19.1                                              | 15.2 | 17.9 | 20.5  | 12.6                                                    | 10.6  | 8.9   | 7.9   | 19.8                                                   | 15.4 | 12.3 | 1,117                                                                    |       |
| 14.7                                                      | 15.1 | 15.2 | 15.0  | 7.6                                               | 8.0  | 8.0  | 9.3   | ---                                                     | ---   | ---   | ---   | 13.8                                                   | 12.6 | 11.6 | 952                                                                      |       |
| 14.4                                                      | 15.6 | 14.7 | 10.8  | 6.8                                               | 5.8  | 7.1  | 7.1   | ---                                                     | ---   | ---   | ---   | 10.7                                                   | 13.6 | 11.2 | 1,000                                                                    |       |
| 16.4                                                      | 13.7 | 12.8 | 11.2  | 5.6                                               | 6.7  | 6.1  | 6.0   | ---                                                     | ---   | ---   | ---   | 11.5                                                   | 10.5 | 9.5  | 770                                                                      |       |
| 47.5                                                      | 52.3 | 56.6 | ---   | 11.2                                              | 13.7 | 11.9 | ---   | 14.0*                                                   | 12.0* | 9.0   | 7.5   | 15.8                                                   | 12.5 | 10.5 | 1,301                                                                    |       |
| 10.0                                                      | 10.2 | 10.3 | 10.5  | 7.7                                               | 8.1  | 7.9  | 9.3   | ---                                                     | 14.0  | 10.3  | 8.4   | ---                                                    | 15.5 | 14.5 | 10.3                                                                     | 1,492 |
| 15.6                                                      | 16.3 | 16.4 | 13.0  | 6.0                                               | 8.3  | 7.4  | 7.2   | 16.3                                                    | 12.2  | 9.5   | 7.9   | 16.5                                                   | 14.9 | 11.9 | 1,436                                                                    |       |
| 19.5                                                      | 18.3 | 15.4 | 11.6  | 7.1                                               | 8.8  | 8.6  | 7.0   | ---                                                     | ---   | ---   | ---   | 19.5                                                   | 15.0 | 12.1 | 1,851                                                                    |       |
| 11.2                                                      | 10.6 | 11.1 | 8.7   | 11.2                                              | 11.9 | 13.5 | 13.5  | 14.0                                                    | 12.0  | 9.0   | 7.0   | 15.8                                                   | 12.8 | 10.3 | 1,492                                                                    |       |
| ---                                                       | ---  | ---  | ---   | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---   | ---   | ---                                                    | ---  | ---  | 650                                                                      |       |
| 11.9                                                      | ---  | ---  | ---   | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---   | ---   | ---                                                    | ---  | ---  | ---                                                                      |       |
| 17.4                                                      | 16.4 | 16.5 | 11.2  | 12.5                                              | 11.6 | 11.7 | 10.8  | 11.0                                                    | 11.5  | 9.0   | 7.5*  | 13.1                                                   | 11.5 | 9.8  | 1,501                                                                    |       |
| ---                                                       | 19.4 | 20.5 | 23.3  | ---                                               | 11.7 | 14.2 | 13.6  | ---                                                     | 13.0  | 11.7  | 4.9   | 15.6                                                   | 13.6 | 11.6 | 741                                                                      |       |
| 10.5                                                      | 11.2 | 9.6  | 9.0   | 7.5                                               | 7.5  | 14.5 | ---   | 13.9                                                    | 12.3  | 10.2  | 4.0   | 21.0                                                   | 18.5 | 15.1 | 2,496                                                                    |       |
| 12.0                                                      | 10.5 | 11.2 | 10.7  | 10.5                                              | 8.2  | 7.2  | 4.9   | 14.0                                                    | 11.0  | 8.5   | 7.0   | 15.4                                                   | 11.0 | 11.1 | 1,107                                                                    |       |
| 4.1                                                       | 4.3  | 5.0  | 5.7   | 6.7                                               | 7.6  | 7.3  | 7.6   | ---                                                     | ---   | ---   | ---   | 13.9                                                   | 11.9 | 10.1 | 610                                                                      |       |
| 10.8                                                      | 11.6 | 12.3 | ---   | 6.0                                               | 6.9  | 6.3  | ---   | 10.5                                                    | 9.5   | 7.0   | ---   | 12.8                                                   | 10.0 | 8.2  | 516                                                                      |       |
| ---                                                       | ---  | 11.6 | ---   | ---                                               | ---  | 9.9  | ---   | ---                                                     | ---   | 8.0   | ---   | 10.0                                                   | 9.9  | 9.1  | ---                                                                      |       |
| 15.9                                                      | 14.4 | 10.5 | 10.0  | 8                                                 |      |      |       |                                                         |       |       |       |                                                        |      |      |                                                                          |       |



| NAME OF INSTITUTION         | (1)<br>NOTES | (2)<br>RET. | (3)<br>INST.<br>CATE-<br>GORY | (4)<br>RATING OF<br>AVERAGE COMPENSATION<br>BY RANK |      |      |       | (5)<br>NUMBER OF FULL-TIME<br>FACULTY MEMBERS BY RANK |      |      |       | (6)<br>AVERAGE COMPENSATION<br>BY RANK<br>(NEAREST HUNDRED) |      |      |       |  |  |
|-----------------------------|--------------|-------------|-------------------------------|-----------------------------------------------------|------|------|-------|-------------------------------------------------------|------|------|-------|-------------------------------------------------------------|------|------|-------|--|--|
|                             |              |             |                               | PROF                                                | ASSO | ASST | INSTR | PROF                                                  | ASSO | ASST | INSTR | PROF                                                        | ASSO | ASST | INSTR |  |  |
|                             |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |  |  |
| NORTH CAROLINA (CONTINUED)  |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |  |  |
| HEREDITH COLLEGE            | V            |             | II                            | 9                                                   | 10   | 10   | 10    | 11                                                    | 9    | 23   | 15    | 14,4                                                        | 11,7 | 9,7  | 9,0   |  |  |
| N C A&T STATE UNIV          |              |             | II                            | 7                                                   | 8    | 9    | 9     | 63                                                    | 41   | 47   | 58    | 16,0                                                        | 12,6 | 10,4 | 9,0   |  |  |
| N C CENTRAL UNIV            |              |             | II                            | 7                                                   | 7    | 8    | 7     | 49                                                    | 31   | 82   | 65    | 16,2                                                        | 13,5 | 10,9 | 9,4   |  |  |
| N C STATE UNIV AT RALEIGH   |              |             | I                             | 8                                                   | 9    | 9    | 8     | 187                                                   | 185  | 202  | 109   | 19,3                                                        | 15,1 | 12,5 | 9,9   |  |  |
| PEMBROKE STATE UNIVERSITY   |              |             | II                            | 9                                                   | 9    | 10   | 9     | 29                                                    | 34   | 26   | 24    | 13,9                                                        | 12,0 | 9,8  | 8,8   |  |  |
| QUEENS COLLEGE              | V            |             | II                            | 6                                                   | 7    | 7    | 7     | 17                                                    | 13   | 25   | 8     | 16,7                                                        | 13,2 | 11,5 | 9,3   |  |  |
| ST ANDREWS PRESB COLLEGE    | V            |             | II                            | 8                                                   | 6    | 5    | 8     | 10                                                    | 19   | 26   | 7     | 15,6                                                        | 14,0 | 12,1 | 9,2   |  |  |
| SALEM COLLEGE               | V            |             | II                            | 8                                                   | 8    | 9    | 10    | 11                                                    | 13   | 13   | 7     | 14,9                                                        | 12,6 | 10,4 | 8,4   |  |  |
| SHAW UNIVERSITY             | V            |             | II                            | 10                                                  | 9    | 9    | 10    | 15                                                    | 21   | 17   | 15    | 13,1                                                        | 12,1 | 10,7 | 8,5   |  |  |
| UNIV OF NC AT ASHEVILLE     |              |             | II                            | 6                                                   | 6    | 7    | 4     | 11                                                    | 13   | 21   | 11    | 16,9                                                        | 13,9 | 11,5 | 10,0  |  |  |
| UNIV OF NORTH CAROLINA      |              |             | I                             | 5                                                   | 6    | 6    | 9     | 148                                                   | 288  | 339  | 107   | 22,4                                                        | 16,1 | 13,2 | 9,9   |  |  |
| UNIV OF NC AT CHARLOTTE     |              |             | II                            | 6                                                   | 6    | 6    | 6     | 19                                                    | 40   | 65   | 52    | 16,6                                                        | 13,6 | 11,8 | 9,6   |  |  |
| U OF N C AT GREENSBORO      |              |             | II                            | 4                                                   | 5    | 3    | 8     | 78                                                    | 70   | 109  | 93    | 18,4                                                        | 14,5 | 12,3 | 9,2   |  |  |
| UNIV OF N C AT WILMINGTON   |              |             | II                            | 8                                                   | 8    | 9    | 10    | 15                                                    | 16   | 41   | 13    | 14,9                                                        | 12,5 | 10,4 | 8,4   |  |  |
| WAKE FOREST UNIVERSITY      | V            |             | II                            | 4                                                   | 3    | 3    | 7     | 59                                                    | 54   | 45   | 27    | 18,6                                                        | 15,6 | 12,9 | 9,5   |  |  |
| WESTERN CAROLINA UNIV       |              |             | II                            | 8                                                   | 7    | 7    | 8     | 46                                                    | 43   | 152  | 43    | 15,6                                                        | 13,3 | 11,3 | 9,1   |  |  |
| NORTH DAKOTA                |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |  |  |
| DICKINSON STATE COLLEGE     | V            |             | II                            | 10                                                  | 9    | 10   | 10    | 13                                                    | 20   | 31   | 14    | 13,5                                                        | 11,8 | 10,1 | 8,7   |  |  |
| JAMESTOWN COLLEGE           | V            |             | II                            | 9                                                   | 8    | 9    | 7     | 8                                                     | 9    | 10   | 9     | 14,3                                                        | 12,8 | 10,5 | 9,4   |  |  |
| MINOT STATE COLLEGE         | V            |             | II                            | 9                                                   | 9    | 9    | 8     | 15                                                    | 37   | 53   | 28    | 14,0                                                        | 11,8 | 10,6 | 9,1   |  |  |
| NORTH DAKOTA STATE UNIV     | V            |             | I                             | 10                                                  | 10   | 10   | 9     | 84                                                    | 96   | 112  | 53    | 15,6                                                        | 13,4 | 11,9 | 9,6   |  |  |
| UNIV OF NORTH DAKOTA        | V            |             | I                             | 10                                                  | 10   | 10   | 9     | 67                                                    | 103  | 149  | 55    | 16,7                                                        | 14,2 | 11,6 | 9,5   |  |  |
| OHIO                        |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |  |  |
| ANTIOCH COLLEGE             | V            |             | II                            | 2                                                   | 1    | 4    | --    | 24                                                    | 16   | 55   | 3     | 21,0                                                        | 16,9 | 12,4 | ----  |  |  |
| ASHLAND COLLEGE             | V            |             | II                            | 4                                                   | 5    | 4    | 6     | 53                                                    | 41   | 76   | 33    | 19,8                                                        | 14,4 | 12,3 | 9,7   |  |  |
| BALDWIN-WALLACE COLLEGE     | V            |             | II                            | 3                                                   | 3    | 3    | 2     | 28                                                    | 29   | 62   | 9     | 19,8                                                        | 15,5 | 12,8 | 10,7  |  |  |
| BLUFFTON COLLEGE            | V            |             | II                            | 9                                                   | 9    | 10   | 10    | 7                                                     | 10   | 26   | 7     | 14,1                                                        | 12,2 | 10,2 | 7,9   |  |  |
| BOWLING GREEN ST UNIV       | V            |             | II                            | 3                                                   | 2    | 2    | 2     | 133                                                   | 146  | 217  | 143   | 19,8                                                        | 16,1 | 13,4 | 11,0  |  |  |
| BOWLING GREEN ST U FIELDS   | V            |             | III                           | --                                                  | --   | --   | 7     | --                                                    | --   | --   | 23    | --                                                          | --   | --   | 10,2  |  |  |
| CAPITAL UNIVERSITY          | V            |             | II                            | 6                                                   | 8    | 8    | 7     | 21                                                    | 23   | 34   | 8     | 16,9                                                        | 13,0 | 11,1 | 9,4   |  |  |
| CASE WESTERN RESERVE U      | V            |             | I                             | 4                                                   | 6    | 6    | 4     | 196                                                   | 178  | 225  | 62    | 23,0                                                        | 16,3 | 13,2 | 10,9  |  |  |
| CENTRAL STATE UNIVERSITY    | V            |             | II                            | 4                                                   | 4    | 4    | 3     | 17                                                    | 21   | 36   | 47    | 18,2                                                        | 14,9 | 12,5 | 10,4  |  |  |
| CLEVELAND STATE UNIV        | V            |             | II                            | 2                                                   | 2    | 2    | 3     | 55                                                    | 97   | 141  | 73    | 21,4                                                        | 16,3 | 13,4 | 10,6  |  |  |
| COLL OF MOUNT ST JOSEPH     | V            |             | II                            | --                                                  | 9    | 9    | 8     | 4                                                     | 9    | 14   | 10    | ----                                                        | 12,0 | 10,6 | 9,1   |  |  |
| COLLEGE OF STEUBENVILLE     | V            |             | II                            | 8                                                   | --   | 8    | 10    | 6                                                     | 5    | 27   | 18    | 15,4                                                        | ---- | 10,9 | 8,6   |  |  |
| COLLEGE OF WOOSTER          | V            |             | II                            | 3                                                   | 5    | 3    | 7     | 53                                                    | 22   | 47   | 22    | 19,1                                                        | 14,2 | 12,6 | 9,5   |  |  |
| CUYAHOGA CNTY C-WESTERN C   | V            |             | III                           | --                                                  | 2    | 2    | 3     | --                                                    | 6    | 33   | 39    | 17,4                                                        | 14,5 | 11,9 | 9,9   |  |  |
| CUYAHOGA CNTY C-METRO C     | V            |             | III                           | --                                                  | 2    | 2    | 3     | 4                                                     | 39   | 60   | 76    | ----                                                        | 17,3 | 15,0 | 11,7  |  |  |
| DEFIANCE COLLEGE            | V            |             | II                            | 10                                                  | 10   | 9    | 8     | 10                                                    | 16   | 33   | 9     | 13,3                                                        | 11,7 | 10,7 | 9,2   |  |  |
| DENISON UNIVERSITY          | V            |             | II                            | 3                                                   | 5    | 3    | 7     | 45                                                    | 21   | 73   | 7     | 19,6                                                        | 14,4 | 12,7 | 9,4   |  |  |
| EDGECLIFF COLLEGE           | V            |             | II                            | 10                                                  | 10   | 10   | 10    | 18                                                    | 10   | 12   | 10    | 11,1                                                        | 10,1 | 8,6  | 7,8   |  |  |
| FINDLAY COLLEGE             | V            |             | II                            | 9                                                   | 8    | 8    | --    | 9                                                     | 10   | 30   | 4     | 14,6                                                        | 12,7 | 10,3 | ----  |  |  |
| HEBREW UNION                |              |             | II                            | 3                                                   | --   | --   | --    | 22                                                    | 4    | 4    | --    | 23,3                                                        | ---- | ---- | ----  |  |  |
| HEIDELBERG COLLEGE          | V            |             | II                            | 4                                                   | 8    | 8    | 9     | 26                                                    | 12   | 40   | 18    | 18,1                                                        | 12,7 | 11,1 | 8,8   |  |  |
| HIRAM COLLEGE               | V            |             | II                            | 5                                                   | 7    | 6    | 6     | 22                                                    | 12   | 37   | 14    | 17,3                                                        | 13,3 | 11,6 | 9,5   |  |  |
| JOHN CARROLL UNIVERSITY     | V            |             | II                            | 4                                                   | 5    | 5    | 4     | 28                                                    | 29   | 58   | 20    | 18,7                                                        | 14,2 | 12,1 | 10,0  |  |  |
| KENT STATE UNIVERSITY       | V            |             | I                             | 6                                                   | 5    | 6    | 5     | 208                                                   | 203  | 365  | 181   | 21,5                                                        | 16,4 | 13,2 | 10,3  |  |  |
| KENYON COLLEGE              | V            |             | II                            | 4                                                   | 6    | 6    | 4     | 31                                                    | 15   | 29   | 11    | 14,4                                                        | 13,8 | 11,7 | 10,1  |  |  |
| LAKE ERIE COLLEGE           | V            |             | II                            | 8                                                   | 7    | 8    | 8     | 8                                                     | 6    | 13   | 11    | 15,8                                                        | 13,4 | 11,0 | 9,2   |  |  |
| LORAIN CO COMM COLL         | V            |             | III                           | --                                                  | 5    | 3    | 3     | --                                                    | 34   | 32   | 27    | --                                                          | 15,0 | 13,2 | 11,6  |  |  |
| MARIETTA COLLEGE            | V            |             | II                            | 4                                                   | 3    | 5    | 4     | 33                                                    | 27   | 41   | 12    | 18,3                                                        | 15,2 | 11,9 | 10,0  |  |  |
| MIAMI UNIVERSITY            | V            |             | II                            | 2                                                   | 2    | 2    | 2     | 117                                                   | 120  | 179  | 104   | 20,6                                                        | 15,9 | 13,3 | 10,7  |  |  |
| MOUNT UNION COLLEGE         | V            |             | II                            | 7                                                   | 6    | 5    | 2     | 22                                                    | 16   | 28   | 15    | 16,2                                                        | 13,9 | 11,9 | 10,7  |  |  |
| MUSKINGUM COLLEGE           | V            |             | II                            | 5                                                   | 4    | 6    | 8     | 15                                                    | 30   | 39   | 16    | 17,7                                                        | 14,8 | 11,8 | 9,2   |  |  |
| OBERLIN COLLEGE             | V            |             | II                            | 1                                                   | 1    | 3    | 2     | 63                                                    | 65   | 69   | 26    | 22,4                                                        | 16,6 | 12,9 | 11,0  |  |  |
| OHIO DOMINICAN COLLEGE      | V            |             | II                            | --                                                  | --   | 10   | 10    | 2                                                     | 3    | 20   | 9     | ----                                                        | ---- | 9,7  | 8,3   |  |  |
| OHIO NORTHERN UNIVERSITY    | V            |             | II                            | 8                                                   | 8    | 7    | 6     | 36                                                    | 40   | 51   | 29    | 15,7                                                        | 13,0 | 11,4 | 9,6   |  |  |
| OHIO STATE UNIVERSITY       | V            |             | I                             | 7                                                   | 7    | 6    | 7     | 661                                                   | 427  | 469  | 439   | 21,0                                                        | 15,9 | 13,1 | 10,0  |  |  |
| OHIO ST UNIV LIMA BR        | V            |             | III                           | --                                                  | --   | 6    | 6     | 1                                                     | 2    | 7    | 21    | ----                                                        | ---- | 12,5 | 10,5  |  |  |
| OHIO ST U MANSFIELD BR      | V            |             | III                           | --                                                  | --   | 7    | 6     | --                                                    | 2    | 12   | 17    | ----                                                        | ---- | 12,0 | 10,5  |  |  |
| OHIO ST U MARION BR         | V            |             | III                           | --                                                  | --   | --   | 7     | 1                                                     | 1    | 3    | 6     | ----                                                        | ---- | ---- | 10,0  |  |  |
| OHIO ST U NEWARK BR         | V            |             | III                           | --                                                  | --   | 7    | 6     | --                                                    | --   | 7    | 9     | ----                                                        | ---- | 12,1 | 10,4  |  |  |
| OHIO UNIVERSITY             | V            |             | I                             | 7                                                   | 6    | 5    | 3     | 167                                                   | 165  | 238  | 133   | 20,7                                                        | 16,0 | 13,4 | 11,1  |  |  |
| OHIO UNIVERSITY BRANCHES    | V            |             | III                           | --                                                  | 5    | 3    | 5     | 1                                                     | 6    | 42   | 84    | ----                                                        | 15,1 | 13,5 | 10,7  |  |  |
| OHIO WESLEYAN UNIVERSITY    | V            |             | II                            | 3                                                   | 4    | 4    | 3     | 59                                                    | 37   | 34   | 37    | 13,5                                                        | 11,1 | 12,2 | 10,5  |  |  |
| OTTERBEIN COLLEGE           | V            |             | II                            | 5                                                   | 6    | 6    | 9     | 14                                                    | 16   | 4    | 13    | 17,5                                                        | 13,7 | 11,5 | 8,9   |  |  |
| RIO GRANDE COLLEGE          | V            |             | II                            | --                                                  | 10   | 10   | 10    | 5                                                     | 13   | 21   | 6     | ----                                                        | 11,2 | 9,9  | 8,6   |  |  |
| ST JOHN COLL OF CLEVELAND   | V            |             | II                            | --                                                  | 8    | 8    | 9     | 1                                                     | 7    | 22   | 6     | ----                                                        | 12,6 | 10,9 | 8,9   |  |  |
| SINCLAIR CNTY COLLEGE       | V            |             | III                           | --                                                  | 8    | 6    | 5     | 1                                                     | 10   | 25   | 40    | ----                                                        | 13,3 | 12,3 | 11,0  |  |  |
| UNIVERSITY OF AKRON         | V            |             | II                            | 2                                                   | 1    | 1    | 2     | 70                                                    | 128  | 202  | 104   | 20,3                                                        | 16,7 | 13,8 | 10,7  |  |  |
| UNIVERSITY OF CINCINNATI    | V            |             | I                             | 5                                                   | 7    | 8    | 8     | 212                                                   | 190  | 348  | 212   | 22,4                                                        | 15,8 | 12,6 | 9,7   |  |  |
| UNIVERSITY OF DAYTON        | V            |             | II                            | 4                                                   | 5    | 5    | 5     | 42                                                    | 88   | 177  | 61    | 18,3                                                        | 14,5 | 12,2 | 9,9   |  |  |
| UNIVERSITY OF TOLEDO        | V            |             | II                            | 2                                                   | 1    | 1    | 1     | 97                                                    | 116  | 194  | 118   | 20,5                                                        | 16,6 | 13,8 | 11,1  |  |  |
| URSULINE COLLEGE            |              |             | II                            | --                                                  | --   | --   | --    | 1                                                     | 1    | 1    | 3     | ----                                                        | ---- | ---- | ----  |  |  |
| WALSH COLLEGE               | V            |             | II                            | --                                                  | --   | 10   | 9     | 1                                                     | 2    | 17   | 12    | ----                                                        | ---- | 9,8  | 8,9   |  |  |
| WESTERN COLLEGE             | V            |             | II                            | 6                                                   | 9    | 9    | 8     | 6                                                     | 15   | 13   | 8     | 16,5                                                        | 12,4 | 10,4 | 9,1   |  |  |
| WILBERFORCE UNIVERSITY      | V            |             | II                            | --                                                  | 6    | 4    | 7     | 3                                                     | 9    | 16   | 14    | ----                                                        | 13,8 | 12,3 | 9,5   |  |  |
| WILMINGTON COLLEGE          | V            |             | II                            | 8                                                   | 9    | 10   | --    | 10                                                    | 16   | 23   | 4     | 15,1                                                        | 12,2 | 10,2 | ----  |  |  |
| WITTENBERG UNIVERSITY       | V            |             | II                            | 4                                                   | 5    | 5    | 5     | 30                                                    | 46   | 66   | 27    | 14,6                                                        | 14,3 | 12,0 | 9,9   |  |  |
| WRIGHT STATE UNIVERSITY     | V            |             | II                            | 2                                                   | 2    | 1    | 1     | 16                                                    | 65   | 95   | 63    | 20,5                                                        | 16,4 | 13,8 | 11,1  |  |  |
| WRIGHT ST U WESTERN OHIO BR | V            |             | II                            | --                                                  | --   | 2    | 3     | --                                                    | --   | 6    | 11    | ----                                                        | ---- | 13,2 | 10,3  |  |  |
| XAVIER UNIVERSITY           | V            |             | II                            | 5                                                   | 5    | 3    | 5     | 30                                                    | 40   | 45   | 13    | 16,9                                                        | 14,4 | 12,9 | 9,9   |  |  |
| YOUNGSTOWN STATE UNIV       | V            |             | II                            | 3                                                   | 3    | 3    | 4     | 41                                                    | 100  | 197  | 69    | 19,1                                                        | 15,6 | 13,0 | 10,1  |  |  |
| OKLAHOMA                    |              |             |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |  |  |
| BACONE COLLEGE              | V            |             | III                           | --                                                  | --   | 10   | 10    | --                                                    | 2    | 10   | 12    | ----                                                        | ---- | 9,0  | 8,3   |  |  |
| CENTRAL STATE COLLEGE       |              |             | II                            | 8                                                   | 5    | 5    | 7     | 34                                                    | 50   | 137  | 90    | 15,4                                                        | 14,2 | 12,0 | 9,5   |  |  |
| EAST CENTRAL STATE COLL     |              |             | II                            | 9                                                   | 8    | 7    | 5     | 24                                                    | 18   | 39   | 20    | 14,2                                                        | 13,0 | 11,2 | 9,8   |  |  |
| NORTHEASTERN STATE COLL     |              |             | II                            | 8                                                   | 5    | 5    | 3     | 47                                                    | 28   | 49   | 62    | 15,7                                                        | 14,1 | 12,0 | 10,3  |  |  |
| NORTHWESTERN STATE COLL     |              |             | II                            | 7                                                   | 8    | 6    | 5     | 15                                                    | 14   | 29   | 33    | 16,0                                                        | 13,0 | 11,8 |       |  |  |

| (7)<br>FRINGE BENEFITS<br>AS PERCENT OF<br>AVERAGE SALARY |      |      |       | (8)<br>ACTUAL<br>PERCENTAGE INCREASE<br>IN SALARY |      |      |       | (9)<br>ANNOUNCED<br>MINIMUM SALARY<br>(NEAREST HUNDRED) |      |      |       | (10)<br>SALARY<br>DISTRIBUTION<br>(ALL RANKS COMBINED) |      |      | (11)<br>FULL-TIME<br>FACULTY<br>COMP./FULL TIME<br>STUDENT<br>EQUIVALENT |
|-----------------------------------------------------------|------|------|-------|---------------------------------------------------|------|------|-------|---------------------------------------------------------|------|------|-------|--------------------------------------------------------|------|------|--------------------------------------------------------------------------|
| PROF                                                      | ASSO | ASST | INSTR | PROF                                              | ASSO | ASST | INSTR | PROF                                                    | ASSO | ASST | INSTR | HQ                                                     | MDN  | LQ   |                                                                          |
| 10.4                                                      | 10.9 | 11.0 | 8.9   | 7.5                                               | 8.7  | 6.3  | 5.3   | 10.5                                                    | 9.5  | 8.0  | 6.8   | 10.9                                                   | 8.7  | 7.6  | 546                                                                      |
| 3.0                                                       | 3.8  | 4.7  | 5.1   | 12.6                                              | 9.1  | 8.7  | 8.7   | 11.0                                                    | 9.0  | 7.2  | 6.2   | 14.5                                                   | 11.0 | 9.1  | 711                                                                      |
| 3.0                                                       | 3.6  | 4.5  | 4.7   | 10.8                                              | 8.0  | 6.7  | 9.8   | 12.0                                                    | 10.6 | 9.5* | 6.6   | 12.8                                                   | 10.0 | 8.4  | 812                                                                      |
| 2.5                                                       | 3.2  | 3.9  | 4.8   |                                                   |      |      |       |                                                         |      |      |       | 16.5                                                   | 13.5 | 11.0 | 408                                                                      |
| 3.5                                                       | 4.1  | 5.0  | 5.1   | 5.8                                               | 6.7  | 7.3  | 8.9   |                                                         |      |      |       | 12.9                                                   | 10.9 | 9.2  | 679                                                                      |
| 19.7                                                      | 17.2 | 18.1 | 15.2  | 2.4                                               | 3.6  | 4.7  | 4.0   |                                                         |      |      |       | 13.0                                                   | 10.2 | 9.1  | 1,254                                                                    |
| 8.9                                                       | 10.3 | 10.2 | 6.9   | 5.7                                               | 6.6  | 7.0  | 6.8   | 11.0                                                    | 9.5* | 8.5  | 7.0   | 13.5                                                   | 12.0 | 9.4  | 949                                                                      |
| 8.7                                                       | 9.9  | 9.6  | 5.7   | 7.5                                               | 7.3  | 8.1  | 9.7   |                                                         |      |      |       | 12.8                                                   | 10.9 | 9.2  | 1,019                                                                    |
| 7.8                                                       | 7.9  | 8.3  | 8.3   | .4                                                | 1.5  | .5   |       | 11.0*                                                   | 9.0  | 8.5  | 7.0   | 12.1                                                   | 10.4 | 8.7  | 697                                                                      |
| 3.6                                                       | 4.1  | 4.9  | 5.3   |                                                   |      |      |       |                                                         |      |      |       | 14.5                                                   | 11.7 | 10.2 | 777                                                                      |
| 2.1                                                       | 2.9  | 3.6  | 4.6   | 5.8                                               | 9.9  | 10.1 | 14.9  |                                                         |      |      |       | 14.8                                                   | 14.9 | 12.2 | 1,130                                                                    |
| 2.9                                                       | 3.6  | 4.1  | 4.9   | 9.5                                               | 8.2  | 10.4 | 7.5   |                                                         |      |      |       | 12.8                                                   | 11.4 | 9.9  | 612                                                                      |
| 2.5                                                       | 3.3  | 3.8  | 4.8   | 8.5                                               | 10.5 | 7.9  | 3.4   | 8.0                                                     | 7.0  | 6.0  | 5.0   | 14.6                                                   | 12.4 | 10.3 | 859                                                                      |
| 3.2                                                       | 3.9  | 4.7  | 5.2   | 7.0                                               | 8.3  | 7.6  | 7.5   |                                                         |      |      |       | 12.1                                                   | 10.8 | 9.2  | 629                                                                      |
| 15.1                                                      | 16.5 | 13.4 | 9.9   | 8.2                                               | 7.9  | 9.1  | 6.4   |                                                         |      |      |       | 15.1                                                   | 13.1 | 11.0 | 974                                                                      |
| 3.1                                                       | 3.6  | 4.3  | 5.1   | 6.5                                               | 7.5  | 6.2  | 7.3   |                                                         |      |      |       | 11.7                                                   | 11.3 | 9.9  | 703                                                                      |
|                                                           |      |      |       |                                                   |      |      |       |                                                         |      |      |       |                                                        |      |      |                                                                          |
| 9.2                                                       | 10.0 | 9.1  | 6.7   | 3.5                                               | 4.7  | 4.5  | 3.8   |                                                         |      |      |       | 10.0                                                   | 10.0 | 8.8  | 505                                                                      |
| 11.4                                                      | 7.7  | 6.6  | 6.5   | 6.6                                               | 9.2  | 5.9  | 8.1   |                                                         |      |      |       | 11.9                                                   | 10.7 | 9.6  | 675                                                                      |
| 10.0                                                      | 10.6 | 8.7  | 8.1   | 6.6                                               | 6.1  | 6.1  | 5.6   |                                                         |      |      |       | 10.8                                                   | 9.6  | 9.0  | 502                                                                      |
| 8.7                                                       | 9.4  | 7.7  | 7.6   | 4.5                                               | 6.4  | 6.8  | 6.8   |                                                         |      |      |       | 13.3                                                   | 11.6 | 10.9 | 655                                                                      |
| 8.5                                                       | 9.0  | 7.3  | 7.4   | 4.7                                               | 5.1  | 4.8  | 4.5   |                                                         |      |      |       | 13.8                                                   | 11.8 | 10.3 | 639                                                                      |
|                                                           |      |      |       |                                                   |      |      |       |                                                         |      |      |       |                                                        |      |      |                                                                          |
| 16.3                                                      | 17.1 | 16.8 | ----  | 13.7                                              | 10.7 | 9.0  | ----  |                                                         |      |      |       | 14.7                                                   | 11.6 | 10.4 | 1,060                                                                    |
| 11.8                                                      | 12.9 | 15.0 | 13.2  | 4.8                                               | 6.1  | 6.1  | 8.1   | 10.5                                                    | 9.5  | 8.5  | 7.5*  | 14.3                                                   | 11.6 | 10.1 | 752                                                                      |
| 17.2                                                      | 17.2 | 15.0 | 12.6  | 11.3                                              | 10.6 | 10.7 | 11.1  |                                                         |      |      |       | 13.6                                                   | 11.7 | 10.8 | 761                                                                      |
| 12.4                                                      | 12.2 | 11.7 | 7.7   | 5.7                                               | 6.3  | 5.4  | 14.2  | 11.0                                                    | 9.0  | 8.1  | 6.6   | 10.8                                                   | 9.4  | 8.5  | 650                                                                      |
| 12.9                                                      | 12.9 | 12.9 | 12.9  | 6.9                                               | 8.4  | 8.0  | 7.9   |                                                         |      |      |       | 15.0                                                   | 12.7 | 10.7 | 550                                                                      |
|                                                           |      |      | 12.9  |                                                   |      |      | 6.5   |                                                         |      |      |       | 10.0                                                   | 9.1  | 8.5  | 474                                                                      |
| 20.2                                                      | 15.1 | 15.3 | 13.0  | 7.2                                               | 7.3  | 7.6  | 6.6   | 11.0                                                    | 9.5  | 8.1  | 7.0   | 12.3                                                   | 10.8 | 9.2  | 780                                                                      |
| 14.9                                                      | 16.1 | 16.0 | 12.6  | 4.7                                               | 4.5  | 3.7  | 4.3   |                                                         |      |      |       | 16.2                                                   | 13.4 | 11.2 | 1,424                                                                    |
| 14.2                                                      | 14.5 | 14.6 | 15.0  | 5.0                                               | 5.6  | 6.1  | 6.3   | 12.0                                                    | 10.0 | 9.0* | 8.0   | 12.7                                                   | 10.7 | 9.0  | 666                                                                      |
| 12.1                                                      | 12.2 | 12.3 | 12.3  | 6.2                                               | 7.7  | 7.1  | 6.0   |                                                         |      |      |       | 15.1                                                   | 12.8 | 10.6 | 570                                                                      |
| 12.7                                                      | 14.3 | 11.8 | ----  | 4.1                                               | 4.4  | 4.4  | 2.6   |                                                         | 8.0  | 7.5  | 6.5   | 10.4                                                   | 8.8  | 8.0  | 486                                                                      |
| 12.2                                                      | 15.3 | 16.1 | ----  | 7.4                                               | 7.5  | 8.5  | 8.5   | 12.2                                                    | 10.0 | 8.4* | 7.0*  | 10.3                                                   | 9.1  | 7.9  | 541                                                                      |
| 15.5                                                      | 15.5 | 11.1 | 15.1  | 7.2                                               | 4.1  | 7.6  | 7.7   | 11.0                                                    | 10.0 | 9.0  | 6.0   |                                                        |      |      | 1,341                                                                    |
| 16.4                                                      | 16.5 | 16.7 | ----  | 6.9                                               | 7.9  | 9.9  | 9.9   |                                                         | 12.2 | 11.3 | 7.2   | 12.5                                                   | 11.2 | 10.3 | 310                                                                      |
| 16.3                                                      | 16.5 | 17.4 | ----  | 8.5                                               | 8.1  | 8.7  | 7.0   |                                                         | 12.2 | 11.3 | 7.2   | 13.9                                                   | 11.7 | 10.1 | 426                                                                      |
| 13.0                                                      | 11.2 | 11.1 | 8.5   | 6.1                                               | 7.5  | 6.6  | 7.0   | 10.5                                                    | 9.5  | 8.2  | 7.5   | 10.8                                                   | 9.4  | 9.3  | 701                                                                      |
| 24.1                                                      | 21.7 | 21.6 | 8.3   | 9.0                                               | 5.4  | 5.2  | 6.3   |                                                         |      |      |       | 14.2                                                   | 11.1 | 10.3 | 1,024                                                                    |
| 8.1                                                       | 9.9  | 9.5  | 9.0   | 7.8                                               | 7.1  | 6.6  | 11.4  | 9.8                                                     | 8.5  | 7.5* | 6.5   | 9.8                                                    | 8.8  | 7.5  | 674                                                                      |
| 11.7                                                      | 12.6 | 13.0 | ----  | 4.3                                               | 5.8  | 6.2  | ----  | 12.0                                                    | 9.5  | 8.0  | ----  | 11.8                                                   | 10.3 | 8.5  | 517                                                                      |
| 5.7                                                       | ---- | ---- | ----  | 12.7                                              | ---- | ---- | ----  | 17.0*                                                   | ---- | ---- | ----  | 23.4                                                   | 22.0 | 18.6 | 1,917                                                                    |
| 13.8                                                      | 10.5 | 10.6 | 10.4  | 9.7                                               | 8.7  | 9.5  | 8.3   |                                                         |      |      |       | 13.8                                                   | 10.6 | 9.1  | 973                                                                      |
| 11.6                                                      | 11.1 | 10.0 | 7.0   | 3.5                                               | 5.5  | 6.3  | 7.0   |                                                         |      |      |       | 13.7                                                   | 11.0 | 9.7  | 1,093                                                                    |
| 10.7                                                      | 11.7 | 12.6 | 13.7  | 4.4                                               | 10.1 | 12.2 | 12.6  |                                                         |      |      |       | 11.6                                                   | 11.6 | 9.9  | 731                                                                      |
| 15.1                                                      | 15.8 | 16.4 | 17.3  |                                                   |      |      |       |                                                         |      |      |       | 15.1                                                   | 12.3 | 10.2 | 711                                                                      |
| 12.5                                                      | 12.9 | 13.9 | 14.5  | 5.1                                               | 7.1  | 6.9  | 8.1   | 12.0                                                    | 11.0 | 9.0  | 9.0   | 15.2                                                   | 11.5 | 10.0 | 1,037                                                                    |
| 17.8                                                      | 14.8 | 15.0 | 13.8  | 7.6                                               | 7.1  | 8.9  | 9.4   | 11.5*                                                   | 9.5  | 8.0  | 7.0*  | 12.2                                                   | 10.0 | 8.8  | 945                                                                      |
|                                                           | 17.1 | 17.3 | 18.1  |                                                   |      |      |       |                                                         |      |      |       | 12.4                                                   | 11.0 | 10.1 | 609                                                                      |
| 9.8                                                       | 10.5 | 11.8 | 12.6  | 5.0                                               | 3.0  | 12.0 | 8.0   |                                                         |      |      |       | 15.4                                                   | 12.5 | 10.5 | 844                                                                      |
| 15.5                                                      | 16.2 | 16.6 | 16.7  | 4.6                                               | 5.0  | 5.4  | 6.1   |                                                         |      |      |       | 14.8                                                   | 12.2 | 10.5 | 639                                                                      |
| 20.7                                                      | 21.1 | 19.2 | 22.5  | 5.8                                               | 6.5  | 6.3  | 6.8   |                                                         |      |      |       | 12.4                                                   | 10.4 | 9.5  | 356                                                                      |
| 17.0                                                      | 15.8 | 13.2 | 8.8   | 8.3                                               | 8.7  | 7.9  | 7.6   |                                                         |      |      |       | 12.9                                                   | 11.3 | 10.0 | 971                                                                      |
| 19.2                                                      | 18.7 | 17.4 | 15.0  | 8.1                                               | 8.0  | 8.0  | 7.7   |                                                         |      |      |       | 16.0                                                   | 13.1 | 10.9 | 1,445                                                                    |
| 11.0                                                      | 11.5 | 11.1 | 11.6  | 6.5                                               | 7.5  | 8.6  | 8.3   |                                                         |      | 9.5  | 7.3   | 9.5                                                    | 9.0  | 9.0  | 416                                                                      |
| 12.9                                                      | 12.9 | 12.9 | 12.9  |                                                   |      |      |       |                                                         |      |      |       | 12.8                                                   | 10.9 | 9.5  | 868                                                                      |
|                                                           |      |      |       |                                                   |      |      |       |                                                         |      |      |       | 16.5                                                   | 13.1 | 11.7 | 708                                                                      |
|                                                           |      |      |       |                                                   |      |      |       |                                                         |      |      |       | 11.1                                                   | 9.5  | 8.6  | 298                                                                      |
|                                                           |      |      |       |                                                   |      |      |       |                                                         |      |      |       | 11.1                                                   | 9.8  | 9.2  | 322                                                                      |
|                                                           |      |      |       |                                                   |      |      |       |                                                         |      |      |       | 9.9                                                    | 9.8  | 9.0  | 198                                                                      |
|                                                           |      |      |       |                                                   |      |      |       |                                                         |      |      |       | 10.5                                                   | 10.2 | 9.3  | 199                                                                      |
| 12.9                                                      | 12.9 | 12.9 | 12.9  | 7.2                                               | 10.2 | 10.3 | 13.8  | 13.4*                                                   | 10.8 | 8.0  | 6.0   | 15.4                                                   | 12.3 | 11.2 | 544                                                                      |
|                                                           |      |      |       |                                                   |      |      |       |                                                         |      |      |       | 11.2                                                   | 10.4 | 9.7  | 416                                                                      |
| 21.1                                                      | 22.0 | 21.4 | 22.1  | 14.6                                              | 9.3  | 12.6 | 15.5  | 11.5                                                    | 11.5 | 9.1  | 7.0   | 10.9                                                   | 12.0 | 9.5  | 979                                                                      |
| 12.6                                                      | 12.0 | 11.5 | 7.1   | 11.1                                              | 14.2 | 8.0  | 6.2   |                                                         |      |      |       | 12.3                                                   | 10.0 | 8.0  | 747                                                                      |
|                                                           | 8.3  | 8.2  | 8.7   |                                                   | 5.3  | 6.2  | 7.1   |                                                         | 9.0* | 8.0  | 7.0*  | 10.7                                                   | 9.5  | 8.9  | 635                                                                      |
|                                                           | 13.7 | 12.8 | 12.7  |                                                   | 8.0  | 8.3  | 6.3   |                                                         | 9.5  | 8.0  | 6.5   | 10.3                                                   | 9.3  | 7.7  | 821                                                                      |
|                                                           | 15.5 | 15.7 | 16.0  |                                                   | 9.8  | 10.2 | 9.5   |                                                         | 10.5 | 9.5  | 7.5   | 10.8                                                   | 10.1 | 9.4  | 432                                                                      |
| 14.9                                                      | 15.3 | 15.8 | 16.5  | 8.7                                               | 10.3 | 8.1  | 4.1   |                                                         |      |      |       | 14.9                                                   | 12.4 | 10.7 |                                                                          |
| 13.8                                                      | 13.8 | 13.8 | 13.8  | 5.4                                               | 6.7  | 6.0  | 7.6   |                                                         |      |      |       | 15.3                                                   | 11.8 | 9.5  | 606                                                                      |
| 9.6                                                       | 10.7 | 11.8 | 13.1  | 7.0                                               | 9.6  | 9.0  | 8.5   |                                                         |      |      |       | 11.1                                                   | 11.3 | 9.9  | 571                                                                      |
| 14.7                                                      | 15.0 | 15.4 | 16.0  | 6.5                                               | 7.5  | 6.2  | 7.4   |                                                         |      |      |       | 15.2                                                   | 12.5 | 10.6 | 606                                                                      |
|                                                           |      |      |       |                                                   |      |      |       |                                                         |      |      |       |                                                        |      |      |                                                                          |
|                                                           |      | 6.0  | 7.0   |                                                   |      | 7.5  | 6.3   |                                                         |      |      |       | 9.5                                                    | 8.8  | 4.2  | 509                                                                      |
| 22.1                                                      | 18.4 | 17.5 | 16.6  | 3.9                                               | 5.0  | 3.7  | 5.1   | 11.0                                                    | 9.0  | 8.0  | 7.5   | 10.9                                                   | 9.8  | 4.0  | 1,215                                                                    |
|                                                           | 10.7 | 9.5  | 9.2   |                                                   | 13.1 | 15.6 | 19.7  |                                                         | 9.8  | 8.3  | 7.0   | 12.2                                                   | 10.3 | 11.0 | 564                                                                      |
| 11.8                                                      | 12.1 | 10.7 | ----  | 5.4                                               | 5.6  | 6.2  | ----  | 11.0                                                    | 9.0  | 8.0  | ----  | 11.2                                                   | 10.0 | 9.0  | 634                                                                      |
| 19.4                                                      | 16.5 | 13.8 | 12.5  | 5.4                                               | 7.9  | 7.5  | 7.6   |                                                         |      |      |       | 11.1                                                   | 11.1 | 10.1 | 839                                                                      |
| 15.3                                                      | 15.5 | 15.7 | 16.1  | 6.3                                               | 6.7  | 4.9  | 7.4   |                                                         |      |      |       | 14.9                                                   | 12.0 | 10.4 | 522                                                                      |
|                                                           |      | 15.8 | 16.2  |                                                   |      | 6.7  | 6.8   |                                                         |      |      |       | 11.5                                                   | 11.2 | 9.5  | 505                                                                      |
| 8.6                                                       | 9.2  | 9.6  | 10.9  | 5.1                                               | 5.1  | 4.8  | 5.1   |                                                         |      |      |       | 10.4                                                   | 12.5 | 11.0 |                                                                          |
| 17.2                                                      | 16.8 | 16.9 | 17.6  | 8.5                                               | 7.0  | 9.0  | 7.7   | 14.0                                                    | 11.0 | 8.5  | 7.0   | 13.0                                                   | 11.8 | 10.0 | 944                                                                      |
|                                                           |      |      |       |                                                   |      |      |       |                                                         |      |      |       |                                                        |      |      |                                                                          |
|                                                           |      | 10.4 | 10.2  |                                                   |      | 5.0  | 5.0   |                                                         |      | 9.2* | 7.0*  | 9.0                                                    | 7.2  | 7.3  | 147                                                                      |
| 4.5                                                       | 4.8  | 5.7  | 6.7   |                                                   |      |      |       |                                                         |      |      |       | 13.4                                                   | 10.4 | 9.4  | 445                                                                      |
| 4.9                                                       | 5.3  | 6.0  | 6.7   | 5.9                                               | 6.1  | 6.9  | 4.8   |                                                         |      |      |       | 12.9                                                   | 11.4 | 9.7  | 444                                                                      |
| 4.2                                                       | 4.7  | 5.4  | 6.2   | 6.2                                               | 4.4  | 4.4  | 5.4   |                                                         |      |      |       | 14.5                                                   | 11.7 | 10.4 | 404                                                                      |
| 4.4                                                       | 5.3  | 5.7  | 6.6   |                                                   |      |      |       |                                                         |      |      |       | 12.5                                                   | 11.3 | 9.8  | 471                                                                      |
| 12.1                                                      | 14.0 | 12.9 | 11.8  | 5.3                                               | 5.4  | 7.8  | 9.2   |                                                         |      |      |       | 10.8                                                   | 9.4  | 8.1  | 514                                                                      |
| 10.5                                                      | 10.7 | 9.2  | 8.0   | 11.9                                              | 6.7  | 6.0  | 5.2   |                                                         |      |      |       | 10.7                                                   | 9.7  | 7.7  | 573                                                                      |
| 5.4                                                       | 5.6  | 6.3  | 6.7   | 4.3                                               | 3.3  | 4.1  | 4.4   |                                                         |      |      |       | 11.3                                                   | 9.7  | 8.4  | 465                                                                      |
| 4.2                                                       | 4.9  | 5.8  | 7.4   |                                                   |      |      |       |                                                         |      |      |       | 15.9                                                   | 13.1 | 10.6 | 574                                                                      |
| 11.7                                                      | 12.8 | 13.5 | ----  |                                                   |      |      |       |                                                         |      |      |       | 12.1                                                   | 10.1 | 8.2  | 777                                                                      |
| 4.6                                                       | 5.2  | 5.4  | 6.7   | 4.0                                               | 4.1  | 5.5  | 7.8   |                                                         |      |      |       | 13.4                                                   | 10.8 | 9.4  | 452                                                                      |
| 4.4                                                       | 5.2  | 6.0  | 7.6   |                                                   |      |      |       |                                                         |      |      |       | 15.7                                                   | 13.2 | 11.0 | 561                                                                      |
| 10.2                                                      | 11.1 | 9.9  | 11.0  |                                                   |      |      |       |                                                         |      |      |       | 15.5                                                   | 13.3 | 11.1 | 597                                                                      |

| NAME OF INSTITUTION       | NOTES | (1) (2)<br>RET. | (3)<br>INST.<br>CATE-<br>GORY | (4)<br>RATING OF<br>AVERAGE COMPENSATION<br>BY RANK |      |      |       | (5)<br>NUMBER OF FULL-TIME<br>FACULTY MEMBERS BY RANK |      |      |       | (6)<br>AVERAGE COMPENSATION<br>BY RANK<br>(NEAREST HUNDRED) |      |      |       |
|---------------------------|-------|-----------------|-------------------------------|-----------------------------------------------------|------|------|-------|-------------------------------------------------------|------|------|-------|-------------------------------------------------------------|------|------|-------|
|                           |       |                 |                               | PROF                                                | ASSO | ASST | INSTR | PROF                                                  | ASSO | ASST | INSTR | PROF                                                        | ASSO | ASST | INSTR |
|                           |       |                 |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| OREGON                    |       |                 |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| CENTRAL OREGON CMTY COLL  | V     |                 | III                           | --                                                  | 6    | 7    | 7     | 1                                                     | 10   | 25   | 17    | ----                                                        | 14,6 | 11,8 | 9,9   |
| EASTERN OREGON COLLEGE    | V     |                 | II                            | 5                                                   | 6    | 6    | --    | 16                                                    | 26   | 38   | 4     | 17,3                                                        | 13,8 | 11,8 | ----  |
| LEWIS AND CLARK COLLEGE   | V     |                 | II                            | 5                                                   | 7    | 8    | --    | 30                                                    | 29   | 47   | 4     | 17,0                                                        | 13,4 | 11,1 | ----  |
| OREGON COLL OF EDUC       | V     |                 | II                            | 4                                                   | 4    | 3    | 4     | 33                                                    | 30   | 99   | 26    | 18,2                                                        | 14,8 | 12,8 | 10,1  |
| OREGON STATE UNIVERSITY   | V     |                 | I                             | 9                                                   | 10   | 9    | 8     | 349                                                   | 297  | 257  | 65    | 18,2                                                        | 14,5 | 12,6 | 9,8   |
| OREGON TECHNICAL INST     | V     |                 | II                            | 6                                                   | 3    | 2    | 2     | 10                                                    | 28   | 56   | 15    | 16,6                                                        | 15,6 | 13,3 | 11,0  |
| PACIFIC UNIVERSITY        | V     |                 | II                            | 8                                                   | 9    | 8    | 6     | 22                                                    | 23   | 26   | 6     | 15,7                                                        | 12,1 | 10,9 | 9,7   |
| PORTLAND STATE UNIVERSITY | V     |                 | II                            | 4                                                   | 5    | 6    | 8     | 115                                                   | 146  | 169  | 32    | 18,0                                                        | 14,3 | 11,8 | 9,3   |
| REED COLLEGE              | V     |                 | II                            | 3                                                   | 6    | 8    |       | 31                                                    | 26   | 38   |       | 20,0                                                        | 13,8 | 10,9 |       |
| SOUTHERN OREGON COLL      | V     |                 | II                            | 5                                                   | 5    | 4    | 5     | 58                                                    | 46   | 104  | 20    | 17,0                                                        | 14,5 | 12,3 | 9,9   |
| SWSTEN OREGON CMTY COLL   | V     |                 | III                           | --                                                  | 6    | 6    | 5     | 3                                                     | 12   | 30   | 13    | ----                                                        | 14,7 | 12,2 | 10,2  |
| UNIVERSITY OF OREGON      | V     |                 | I                             | 7                                                   | 8    | 9    | 5     | 255                                                   | 198  | 180  | 75    | 20,6                                                        | 15,3 | 12,5 | 10,2  |
| W CONSERVATORY BAPT SEM   | V     |                 | II                            | --                                                  | --   | 10   | --    | 2                                                     | 2    | 6    | 1     | ----                                                        | ---- | 8,1  | ----  |
| PENNSYLVANIA              |       |                 |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| ALBRIGHT COLLEGE          | V     |                 | II                            | 6                                                   | 5    | 7    | 6     | 22                                                    | 15   | 28   | 16    | 16,8                                                        | 14,2 | 11,3 | 9,6   |
| ALLEGHENY COLLEGE         | V     |                 | II                            | 4                                                   | 6    | 6    | 6     | 29                                                    | 20   | 44   | 22    | 18,6                                                        | 13,9 | 11,8 | 9,6   |
| ALLENTOWN C ST FRANCIS    | V     |                 | II                            | --                                                  | --   | 10   | 10    | 1                                                     | 4    | 26   | 7     | ----                                                        | ---- | 9,4  | 7,9   |
| ALLIANCE COLLEGE          | V     |                 | II                            | --                                                  | 10   | 8    | 10    | 3                                                     | 6    | 18   | 17    | ----                                                        | 11,5 | 11,2 | 8,7   |
| BEAVER COLLEGE            | V     |                 | II                            | 3                                                   | 6    | 6    | 6     | 17                                                    | 7    | 31   | 6     | 19,5                                                        | 14,0 | 11,7 | 2,7   |
| BLOOMSBURG STATE COLLEGE  | V     |                 | II                            | 6                                                   | 6    | 6    | 7     | 53                                                    | 106  | 71   | 11    | 16,7                                                        | 13,9 | 11,6 | 9,3   |
| BRYN MAWR COLLEGE         | V     |                 | I                             | 7                                                   | 7    | 9    | 10    | 46                                                    | 33   | 35   | 6     | 20,7                                                        | 15,6 | 12,5 | 9,4   |
| BUCKNELL UNIVERSITY       | V     |                 | II                            | 3                                                   | 3    | 3    | 5     | 59                                                    | 35   | 81   | 18    | 19,4                                                        | 15,2 | 12,7 | 9,8   |
| BUCKS COUNTY CMTY COLLEGE | V     |                 | III                           | 6                                                   | 7    | 7    | 6     | 13                                                    | 49   | 51   | 44    | 16,1                                                        | 14,2 | 12,1 | 10,3  |
| BUTLER COUNTY CMTY COLL   | V     |                 | III                           | --                                                  | 8    | 8    | 7     | 1                                                     | 9    | 14   | 15    | ----                                                        | 13,7 | 11,4 | 10,1  |
| CABRINI COLLEGE           | V     |                 | II                            | --                                                  | --   | 10   | 10    | 2                                                     | 5    | 15   | 7     | ----                                                        | ---- | 10,3 | 8,5   |
| CALIFORNIA STATE COLLEGE  | V     |                 | II                            | 8                                                   | 7    | 7    | 7     | 86                                                    | 147  | 65   | 21    | 15,9                                                        | 13,5 | 11,4 | 9,5   |
| CARLOW COLLEGE            | V     |                 | II                            | --                                                  | --   | 5    | 6     | 2                                                     | 5    | 15   | 15    | ----                                                        | ---- | 12,2 | 9,7   |
| CARNEGIE-MELLON UNIV      | V     |                 | I                             | 4                                                   | 8    | 7    | 10    | 143                                                   | 133  | 151  | 39    | 23,4                                                        | 15,4 | 12,9 | 9,1   |
| CEDAR CREST COLLEGE       | V     |                 | II                            | 5                                                   | 7    | 7    | 5     | 12                                                    | 11   | 17   | 13    | 17,0                                                        | 13,6 | 11,4 | 9,8   |
| CHATHAM COLLEGE           | V     |                 | II                            | 2                                                   | 4    | 4    | 3     | 11                                                    | 14   | 17   | 17    | 20,3                                                        | 15,1 | 12,3 | 10,4  |
| CHESNUT HILL COLLEGE      | V     |                 | II                            | --                                                  | 8    | 7    | --    | 4                                                     | 8    | 6    | 5     | ----                                                        | 12,9 | 11,1 | ----  |
| CLARION STATE COLLEGE     | V     |                 | II                            | 6                                                   | 6    | 6    | 8     | 61                                                    | 82   | 52   | 26    | 16,6                                                        | 13,7 | 11,6 | 9,3   |
| COLLEGE MISERICORDIA      | V     |                 | II                            | --                                                  | --   | 9    | 10    |                                                       | 4    | 28   | 21    | ----                                                        | ---- | 10,3 | 8,5   |
| CMTY COLL OF ALLEGHENY CO | V     |                 | III                           | 7                                                   | 7    | 7    | 7     | 6                                                     | 50   | 125  | 75    | 15,3                                                        | 13,5 | 11,3 | 10,0  |
| CMTY COLL OF DELAWARE CO  | V     |                 | III                           | --                                                  | --   | 4    | 5     | 2                                                     | 5    | 36   | 35    | ----                                                        | ---- | 13,2 | 10,6  |
| DELAWARE VALLEY COLL      | V     |                 | II                            | 8                                                   | 8    | 7    | 5     | 9                                                     | 9    | 25   | 23    | 14,3                                                        | 13,0 | 11,2 | 9,8   |
| DICKINSON COLLEGE         | V     |                 | II                            | 3                                                   | 3    | 4    | 4     | 30                                                    | 29   | 49   | 7     | 19,6                                                        | 15,3 | 12,2 | 10,1  |
| DREXEL UNIVERSITY         | V     |                 | II                            | 2                                                   | 3    | 3    | 6     | 71                                                    | 103  | 107  | 18    | 20,4                                                        | 15,6 | 12,8 | 9,6   |
| DROPSIE UNIVERSITY        | V     |                 | II                            | 1                                                   |      |      |       | 3                                                     |      |      |       | 21,1                                                        |      |      |       |
| DUQUESNE UNIVERSITY       | V     |                 | II                            | 5                                                   | 3    | 5    | 8     | 61                                                    | 64   | 110  | 36    | 17,7                                                        | 15,3 | 11,9 | 9,1   |
| E STROUDSBURG STATE COLL  | V     |                 | II                            | 7                                                   | 6    | 7    | 9     | 38                                                    | 81   | 44   | 9     | 16,0                                                        | 13,6 | 11,4 | 8,8   |
| EASTERN BAPTIST COLL      | V     |                 | II                            | 10                                                  | 10   | 10   | --    | 6                                                     | 9    | 15   | 5     | 12,5                                                        | 11,3 | 9,6  | ----  |
| EDINBORO STATE COLLEGE    | V     |                 | II                            | 8                                                   | 8    | 9    | 8     | 110                                                   | 132  | 171  | 51    | 15,7                                                        | 13,0 | 10,6 | 9,3   |
| ELIZABETHTOWN COLLEGE     | V     |                 | II                            | 10                                                  | 8    | 8    | 8     | 17                                                    | 30   | 45   | 13    | 13,4                                                        | 12,5 | 11,1 | 9,3   |
| FRANKLIN & MARSHALL COLL  | V     |                 | II                            | 2                                                   | 2    | 2    | 1     | 41                                                    | 43   | 55   | 18    | 20,5                                                        | 16,2 | 13,5 | 11,1  |
| GANNON COLLEGE            | V     |                 | II                            | 8                                                   | 7    | 7    | 7     | 14                                                    | 15   | 52   | 28    | 14,9                                                        | 13,4 | 11,2 | 9,5   |
| GENEVA COLLEGE            | V     |                 | II                            | 6                                                   | 6    | 9    | 8     | 15                                                    | 9    | 43   | 3     | 16,6                                                        | 13,7 | 10,7 | 9,2   |
| GETTYSBURG COLLEGE        | V     |                 | II                            | 2                                                   | 3    | 4    | 3     | 33                                                    | 32   | 44   | 21    | 20,4                                                        | 15,7 | 12,4 | 10,4  |
| GRATE COLLEGE             | V     |                 | II                            | --                                                  | --   | --   | --    | 2                                                     | 1    | 4    | 3     | ----                                                        | ---- | ---- | ----  |
| GWYNEDD-MERCY COLLEGE     | V     |                 | II                            | --                                                  | --   | 10   | 10    |                                                       | 5    | 11   | 27    | ----                                                        | ---- | 8,8  | 7,7   |
| HARRISBURG AREA CMTY COLL | V     |                 | III                           | 8                                                   | 8    | 7    | 7     | 10                                                    | 16   | 52   | 43    | 14,7                                                        | 13,4 | 11,9 | 10,0  |
| HAVERFORD COLLEGE         | V     |                 | II                            | 2                                                   | 2    | 3    | --    | 29                                                    | 18   | 26   | 1     | 20,7                                                        | 16,2 | 13,0 | ----  |
| INMACULATA COLLEGE        | V     |                 | II                            | --                                                  | --   | 7    | --    | 2                                                     | 2    | 15   | 4     | ----                                                        | ---- | 11,3 | ----  |
| INDIANA UNIV OF PENN      | V     |                 | II                            | 6                                                   | 7    | 7    | 8     | 121                                                   | 194  | 192  | 35    | 16,5                                                        | 13,4 | 11,2 | 9,3   |
| JUNIATA COLLEGE           | V     |                 | II                            | 7                                                   | 8    | 7    | 5     | 17                                                    | 23   | 25   | 22    | 16,1                                                        | 12,6 | 11,3 | 9,9   |
| KING'S COLLEGE            | V     |                 | II                            | 7                                                   | 8    | 9    | 10    | 10                                                    | 31   | 32   | 18    | 16,2                                                        | 12,8 | 10,5 | 8,7   |
| KUTZTOWN STATE COLLEGE    | V     |                 | II                            | 7                                                   | 7    | 7    | 8     | 53                                                    | 84   | 78   | 30    | 16,1                                                        | 13,3 | 11,3 | 9,2   |
| LAFAYETTE COLLEGE         | V     |                 | II                            | 2                                                   | 3    | 3    | 3     | 28                                                    | 35   | 52   | 28    | 21,4                                                        | 15,5 | 12,8 | 10,4  |
| LA SALLE COLLEGE          | V     |                 | II                            | 3                                                   | 5    | 6    | 7     | 25                                                    | 49   | 72   | 33    | 13,9                                                        | 14,1 | 11,7 | 9,3   |
| LEBANON VALLEY COLLEGE    | V     |                 | II                            | 5                                                   | 7    | 7    | 5     | 12                                                    | 14   | 27   | 13    | 17,6                                                        | 13,4 | 11,4 | 9,9   |
| LEHIGH UNIVERSITY         | V     |                 | I                             | 6                                                   | 7    | 7    | 9     | 99                                                    | 78   | 72   | 28    | 21,4                                                        | 15,8 | 12,8 | 9,6   |
| LYCOMING COLLEGE          | V     |                 | II                            | 4                                                   | 5    | 6    | 4     | 13                                                    | 19   | 44   | 10    | 14,3                                                        | 14,3 | 11,7 | 10,0  |
| MANSHFIELD STATE COLLEGE  | V     |                 | II                            | 7                                                   | 7    | 8    | 9     | 51                                                    | 68   | 87   | 33    | 16,3                                                        | 13,5 | 11,2 | 9,0   |
| MARYWOOD COLLEGE          | V     |                 | II                            | 7                                                   | 6    | 9    | 8     | 7                                                     | 11   | 35   | 27    | 16,1                                                        | 13,6 | 10,7 | 9,3   |
| MERCYHURST COLLEGE        | V     |                 | II                            | --                                                  | --   | 10   | 10    |                                                       | 3    | 15   | 17    | ----                                                        | ---- | 10,0 | 8,1   |
| MILLERSVILLE STATE COLL   | V     |                 | II                            | 6                                                   | 6    | 8    | 7     | 56                                                    | 100  | 73   | 22    | 16,5                                                        | 13,7 | 11,1 | 9,5   |
| MONTGOMERY CO CMTY COLL   | V     |                 | III                           | 6                                                   | 6    | 7    | 6     | 7                                                     | 18   | 33   | 21    | 16,6                                                        | 14,4 | 12,0 | 10,3  |
| MORAVIAN COLLEGE          | V     |                 | II                            | 5                                                   | 5    | 7    | 7     | 19                                                    | 18   | 33   | 12    | 17,4                                                        | 14,2 | 11,4 | 9,4   |
| MUHLBERG COLLEGE          | V     |                 | II                            | 4                                                   | 6    | 6    | 6     | 35                                                    | 20   | 31   | 17    | 13,1                                                        | 14,1 | 11,8 | 9,6   |
| NORTHAMPTON CO CMTY COLL  | V     |                 | III                           | --                                                  | 8    | 8    | 10    | 4                                                     | 12   | 25   | 29    | ----                                                        | 13,4 | 11,6 | 9,1   |
| PENNSYLVANIA STATE UNIV   | V     |                 | I                             | 8                                                   | 9    | 9    | 9     | 518                                                   | 516  | 545  | 240   | 19,6                                                        | 15,0 | 12,4 | 9,6   |
| PENN ST UNIV BR CAMPUSES  | V     |                 | III                           | 5                                                   | 7    | 8    | 8     | 18                                                    | 88   | 293  | 349   | 17,1                                                        | 13,7 | 11,3 | 9,6   |
| PHILADELPHIA COLL OF ART  | V     |                 | II                            | 7                                                   | 8    | 10   | 10    | 9                                                     | 21   | 34   | 21    | 16,1                                                        | 13,0 | 10,3 | 8,4   |
| PHILA COLL PHARMACY & SCI | V     |                 | II                            | 4                                                   | 3    | 3    | 3     | 13                                                    | 13   | 13   | 10    | 18,3                                                        | 15,2 | 12,8 | 10,3  |
| PHILA COLL TEXTILES & SCI | V     |                 | II                            | 7                                                   | 5    | 7    | 4     | 17                                                    | 15   | 24   | 8     | 16,4                                                        | 14,2 | 11,4 | 10,1  |
| PHILADELPHIA MUSICAL ACAD | V     |                 | II                            | --                                                  | --   | --   | --    | 4                                                     | 4    | 3    | 5     | ----                                                        | ---- | ---- | ----  |
| PITTSBURGH THEOL SEMINARY | V     |                 | II                            | 4                                                   | 3    | --   | --    | 9                                                     | 12   | 4    |       | 14,8                                                        | 15,8 | ---- | ----  |
| PNC COLLEGES              | V     |                 | II                            | 5                                                   | 4    | 7    | 6     | 22                                                    | 23   | 42   | 13    | 17,4                                                        | 14,8 | 11,4 | 9,7   |
| POINT PARK COLLEGE        | V     |                 | II                            | 3                                                   | 3    | 6    | 5     | 15                                                    | 26   | 53   | 26    | 19,0                                                        | 15,4 | 11,7 | 9,8   |
| ROSEMONT COLLEGE          | V     |                 | II                            | 8                                                   | 7    | 8    | 8     | 6                                                     | 14   | 19   | 9     | 15,6                                                        | 13,6 | 11,0 | 9,1   |
| ST FRANCIS COLLEGE        | V     |                 | II                            | 8                                                   | 9    | 9    | 10    | 13                                                    | 16   | 26   | 23    | 15,5                                                        | 12,4 | 10,4 | 8,7   |
| ST JOSEPH'S COLLEGE       | V     |                 | II                            | 3                                                   | 7    | 7    | 8     | 22                                                    | 13   | 45   | 15    | 19,2                                                        | 13,5 | 11,3 | 9,2   |
| ST VINCENT COLLEGE        | V     |                 |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |



| (7)<br>FRINGE BENEFITS<br>AS PERCENT OF<br>AVERAGE SALARY |      |      |       | (8)<br>ACTUAL<br>PERCENTAGE INCREASE<br>IN SALARY |      |      |       | (9)<br>ANNOUNCED<br>MINIMUM SALARY<br>(NEAREST HUNDRED) |       |      |       | (10)<br>SALARY<br>DISTRIBUTION<br>(ALL RANKS COMBINED) |      |      | (11)<br>FULL-TIME<br>FACULTY<br>COMP./FULL TIME<br>STUDENT<br>EQUIVALENT |       |       |  |
|-----------------------------------------------------------|------|------|-------|---------------------------------------------------|------|------|-------|---------------------------------------------------------|-------|------|-------|--------------------------------------------------------|------|------|--------------------------------------------------------------------------|-------|-------|--|
| PROF                                                      | ASSO | ASST | INSTR | PROF                                              | ASSO | ASST | INSTR | PROF                                                    | ASSO  | ASST | INSTR | HQ                                                     | MDN  | LQ   |                                                                          |       |       |  |
| ---                                                       | 10.0 | 11.3 | 11.1  | ---                                               | 6.1  | 7.0  | 8.4   | ---                                                     | 13.6* | 10.7 | 8.7   | ---                                                    | 12.4 | 10.8 | 9.3                                                                      | 655   |       |  |
| ---                                                       | 9.7  | 10.4 | ---   | 7.8                                               | 9.0  | 7.0  | ---   | ---                                                     | ---   | ---  | ---   | ---                                                    | 14.0 | 12.5 | 10.6                                                                     | 644   |       |  |
| 10.0                                                      | 9.7  | 10.1 | ---   | 3.5                                               | 5.6  | 5.5  | ---   | ---                                                     | ---   | ---  | ---   | ---                                                    | 14.4 | 11.3 | 10.0                                                                     | 737   |       |  |
| 9.8                                                       | 10.7 | 10.1 | ---   | 6.6                                               | 6.7  | 6.5  | 6.6   | ---                                                     | ---   | ---  | ---   | ---                                                    | 14.0 | 12.0 | 10.7                                                                     | 753   |       |  |
| 9.8                                                       | 9.5  | 10.0 | 10.9  | 5.3                                               | 5.8  | 5.8  | 5.7   | 13.6*                                                   | 10.7* | 8.7* | 6.9   | ---                                                    | 15.3 | 13.2 | 11.4                                                                     | 982   |       |  |
| 10.4                                                      | 10.3 | 10.5 | 10.7  | 6.4                                               | 6.3  | 6.8  | 3.2   | ---                                                     | ---   | ---  | ---   | ---                                                    | 13.8 | 12.5 | 11.1                                                                     | 1,021 |       |  |
| 10.4                                                      | 10.4 | 10.5 | 10.6  | 1.0                                               | 1.7  | 1.9  | 3.9   | 11.5*                                                   | 9.0   | 7.5  | 6.5   | ---                                                    | 12.3 | 10.6 | 9.6                                                                      | 810   |       |  |
| 17.7                                                      | 14.6 | 13.7 | 13.4  | 6.0                                               | 7.5  | 7.2  | 7.9   | ---                                                     | ---   | ---  | ---   | ---                                                    | 14.5 | 12.4 | 10.7                                                                     | 660   |       |  |
| 9.0                                                       | 9.2  | 9.3  | 9.2   | 2.7                                               | 1.8  | 5.4  | ---   | 13.4                                                    | 11.2  | 8.8  | ---   | ---                                                    | 14.5 | 11.4 | 9.5                                                                      | 1,269 |       |  |
| 18.1                                                      | 16.1 | 14.0 | ---   | 7.9                                               | 7.9  | 7.4  | 6.0   | ---                                                     | 10.7  | 8.7  | 6.9   | ---                                                    | 14.2 | 12.3 | 10.6                                                                     | 725   |       |  |
| 9.9                                                       | 10.0 | 10.3 | 10.5  | ---                                               | ---  | ---  | ---   | 13.6*                                                   | 10.7* | 8.7* | 6.9*  | ---                                                    | 12.9 | 11.1 | 10.1                                                                     | 734   |       |  |
| ---                                                       | 9.7  | 10.6 | 11.2  | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---  | ---   | ---                                                    | 17.1 | 13.8 | 11.5                                                                     | 787   |       |  |
| 9.5                                                       | 10.0 | 10.2 | 10.4  | 4.9                                               | 6.5  | 6.6  | 6.6   | ---                                                     | ---   | 7.5  | ---   | ---                                                    | 8.7  | 7.8  | 7.8                                                                      | 407   |       |  |
| ---                                                       | ---  | 3.1  | ---   | ---                                               | ---  | 9.2  | ---   | ---                                                     | ---   | ---  | ---   | ---                                                    | ---  | ---  | ---                                                                      | ---   |       |  |
| ---                                                       | ---  | ---  | ---   | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---  | ---   | ---                                                    | ---  | ---  | ---                                                                      | ---   |       |  |
| 13.2                                                      | 14.7 | 12.1 | 8.2   | 9.3                                               | 10.3 | 10.8 | 11.6  | 13.0                                                    | 10.0  | 8.0  | 7.0   | 13.9                                                   | 11.0 | 9.4  | 812                                                                      |       |       |  |
| 16.8                                                      | 11.4 | 10.1 | 8.6   | 6.1                                               | 6.7  | 7.0  | 7.8   | ---                                                     | ---   | ---  | ---   | 13.4                                                   | 11.3 | 9.7  | 869                                                                      |       |       |  |
| ---                                                       | ---  | ---  | ---   | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | 7.9  | 6.5   | ---                                                    | 9.2  | 8.8  | 8.1                                                                      | 668   |       |  |
| ---                                                       | ---  | ---  | ---   | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---  | ---   | ---                                                    | 10.6 | 9.4  | 8.0                                                                      | 824   |       |  |
| ---                                                       | 11.5 | 11.7 | 12.7  | ---                                               | 7.1  | 7.2  | 6.8   | 12.5                                                    | 11.0  | 9.0  | 7.0   | 13.8                                                   | 11.5 | 10.0 | ---                                                                      | 1,050 |       |  |
| 15.1                                                      | 9.9  | 10.5 | 9.7   | 9.5                                               | 8.9  | 8.3  | 8.0   | 13.7                                                    | 11.2  | 8.8  | 7.3   | 14.4                                                   | 13.1 | 11.4 | ---                                                                      | 781   |       |  |
| 4.0                                                       | 4.7  | 5.4  | 6.5   | 5.3                                               | 5.6  | 5.0  | 7.4   | 16.0                                                    | 12.5  | 10.0 | 7.5   | 17.1                                                   | 12.8 | 10.5 | ---                                                                      | 1,699 |       |  |
| 16.0                                                      | 15.7 | 18.4 | 6.7   | 6.2                                               | 7.7  | 5.7  | 8.3   | ---                                                     | ---   | ---  | ---   | 14.5                                                   | 12.0 | 10.0 | ---                                                                      | 1,048 |       |  |
| 16.7                                                      | 17.1 | 17.1 | 15.7  | 4.9                                               | 4.9  | 3.7  | 6.1   | ---                                                     | ---   | ---  | ---   | 12.8                                                   | 11.2 | 9.6  | ---                                                                      | 565   |       |  |
| 9.1                                                       | 9.7  | 10.6 | 11.6  | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---  | ---   | 10.9                                                   | 9.7  | 8.7  | ---                                                                      | 556   |       |  |
| ---                                                       | 12.5 | 12.8 | 13.7  | ---                                               | 12.0 | 13.1 | 13.6  | ---                                                     | 10.1  | 8.5  | 7.3   | 10.5                                                   | 8.8  | 7.4  | ---                                                                      | 884   |       |  |
| ---                                                       | ---  | ---  | ---   | ---                                               | ---  | ---  | ---   | ---                                                     | 11.7  | 11.2 | 8.8   | 7.3                                                    | 14.2 | 13.6 | 11.5                                                                     | ---   | 760   |  |
| 3.6                                                       | 4.3  | 5.0  | 5.6   | 5.1                                               | 6.2  | 5.4  | 6.4   | ---                                                     | ---   | ---  | ---   | ---                                                    | 11.7 | 10.0 | 8.9                                                                      | ---   | 533   |  |
| ---                                                       | ---  | ---  | ---   | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---  | ---   | ---                                                    | 17.9 | 13.8 | 11.5                                                                     | ---   | 1,727 |  |
| 13.5                                                      | 11.1 | 7.4  | 8.1   | 6.5                                               | 9.8  | 10.9 | 10.3  | ---                                                     | ---   | ---  | ---   | 13.0                                                   | 10.2 | 9.3  | ---                                                                      | 968   |       |  |
| 15.8                                                      | 17.1 | 13.1 | 12.7  | 6.7                                               | 6.2  | 8.0  | 9.0   | ---                                                     | ---   | ---  | ---   | 14.1                                                   | 12.0 | 10.0 | ---                                                                      | 1,394 |       |  |
| 20.7                                                      | 15.8 | 15.2 | 9.0   | 6.2                                               | 7.1  | 9.2  | 4.1   | ---                                                     | ---   | ---  | ---   | 11.7                                                   | 10.5 | 8.6  | ---                                                                      | 801   |       |  |
| ---                                                       | 12.9 | 13.7 | ---   | 5.1                                               | 5.8  | 7.3  | 4.1   | 13.7                                                    | 11.2  | 8.8  | 7.3   | 15.1                                                   | 13.0 | 11.2 | ---                                                                      | 345   |       |  |
| 3.4                                                       | 4.0  | 4.7  | 5.4   | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---  | ---   | 10.0                                                   | 8.6  | 7.1  | ---                                                                      | 430   |       |  |
| ---                                                       | ---  | ---  | ---   | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---  | ---   | 11.6                                                   | 10.4 | 9.4  | ---                                                                      | 800   |       |  |
| 11.1                                                      | 11.1 | 12.0 | 10.9  | 8.0                                               | 9.0  | 8.0  | 8.0   | 12.1                                                    | 10.0  | 8.5  | 7.0   | 11.6                                                   | 10.6 | 9.6  | ---                                                                      | 1,054 |       |  |
| ---                                                       | ---  | ---  | ---   | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---  | ---   | ---                                                    | ---  | ---  | ---                                                                      | ---   | 766   |  |
| 9.5                                                       | 8.8  | 8.1  | 7.2   | 7.8                                               | 11.1 | 10.4 | 10.1  | 12.0                                                    | 10.0  | 8.5  | 7.0   | 14.4                                                   | 11.8 | 10.3 | ---                                                                      | ---   |       |  |
| 15.2                                                      | 15.7 | 16.5 | 18.1  | 8.6                                               | 7.8  | 7.3  | 7.2   | ---                                                     | ---   | ---  | ---   | 16.3                                                   | 13.3 | 11.3 | ---                                                                      | ---   |       |  |
| 10.7                                                      | 9.8  | 8.4  | 8.9   | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---  | ---   | ---                                                    | ---  | ---  | ---                                                                      | ---   | ---   |  |
| 6.5                                                       | ---  | ---  | ---   | 6.3                                               | ---  | ---  | ---   | 8.5                                                     | 7.5   | 6.5  | 5.5   | 14.6                                                   | 11.8 | 9.4  | ---                                                                      | 527   |       |  |
| 12.4                                                      | 11.8 | 12.7 | 14.1  | 8.8                                               | 6.0  | 9.2  | 6.5   | 13.7                                                    | 11.2  | 8.8  | 7.3   | 14.4                                                   | 12.8 | 11.5 | ---                                                                      | 776   |       |  |
| 4.0                                                       | 4.7  | 5.5  | 6.5   | 5.7                                               | 6.1  | 5.3  | 5.0   | 10.0                                                    | 9.0   | 7.0  | ---   | 10.5                                                   | 9.5  | 7.5  | ---                                                                      | 687   |       |  |
| 8.9                                                       | 10.7 | 12.4 | ---   | 7.9                                               | 8.4  | 9.1  | ---   | 13.7                                                    | 11.2  | 8.8  | 7.3   | 13.7                                                   | 11.5 | 10.1 | ---                                                                      | 786   |       |  |
| 6.4                                                       | 7.0  | 8.0  | 8.3   | 5.0                                               | 6.3  | 6.6  | 5.0   | ---                                                     | ---   | ---  | ---   | 11.2                                                   | 10.2 | 9.4  | ---                                                                      | 1,259 |       |  |
| 12.3                                                      | 14.3 | 12.8 | 13.1  | 8.1                                               | 7.7  | 8.1  | 8.9   | ---                                                     | ---   | ---  | ---   | 14.7                                                   | 12.5 | 10.5 | ---                                                                      | 455   |       |  |
| 20.5                                                      | 21.4 | 22.4 | 16.3  | 4.9                                               | 6.2  | 6.3  | 4.8   | ---                                                     | ---   | ---  | ---   | 11.4                                                   | 10.2 | 9.0  | ---                                                                      | 692   |       |  |
| 11.2                                                      | 11.5 | 10.2 | 8.5   | 10.7                                              | 11.4 | 11.1 | 12.1  | 10.5                                                    | 9.1   | 7.4  | 6.5   | 12.3                                                   | 10.0 | 9.1  | ---                                                                      | 1,022 |       |  |
| 12.3                                                      | 12.5 | 11.5 | 8.3   | 15.8                                              | 13.4 | 10.3 | 11.9  | ---                                                     | ---   | ---  | ---   | 14.0                                                   | 12.7 | 10.3 | ---                                                                      | ---   |       |  |
| 18.0                                                      | 16.5 | 12.1 | 10.4  | 10.1                                              | 6.8  | 10.3 | 10.6  | ---                                                     | ---   | ---  | ---   | ---                                                    | ---  | ---  | ---                                                                      | ---   | ---   |  |
| ---                                                       | ---  | ---  | ---   | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---  | ---   | ---                                                    | ---  | ---  | ---                                                                      | ---   | ---   |  |
| ---                                                       | ---  | ---  | ---   | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---  | ---   | ---                                                    | ---  | ---  | ---                                                                      | ---   | ---   |  |
| 11.7                                                      | 12.0 | 12.6 | 13.1  | 7.4                                               | 7.9  | 8.7  | 9.3   | 11.0                                                    | 10.0  | 8.5  | 7.5   | 11.2                                                   | 10.2 | 9.2  | ---                                                                      | 477   |       |  |
| 20.3                                                      | 20.0 | 21.1 | ---   | 5.3                                               | 6.9  | 7.9  | ---   | 15.0                                                    | 12.5  | 10.0 | ---   | 16.3                                                   | 13.8 | 11.0 | ---                                                                      | 1,303 |       |  |
| ---                                                       | ---  | ---  | ---   | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---  | ---   | ---                                                    | ---  | ---  | ---                                                                      | ---   | ---   |  |
| 8.0                                                       | 4.8  | 5.6  | 6.4   | 6.3                                               | 6.2  | 5.5  | 4.6   | 13.7                                                    | 11.2  | 8.8  | 7.3   | 14.4                                                   | 12.4 | 10.7 | ---                                                                      | 679   |       |  |
| 14.8                                                      | 15.2 | 12.6 | 15.3  | 6.1                                               | 7.5  | 7.7  | 6.5   | ---                                                     | ---   | ---  | ---   | 11.9                                                   | 10.3 | 9.0  | ---                                                                      | 833   |       |  |
| 8.8                                                       | 9.8  | 10.9 | 11.2  | 5.7                                               | 11.0 | 11.5 | 8.4   | 12.7                                                    | 9.3   | 7.3  | 6.6   | 12.0                                                   | 10.5 | 8.7  | ---                                                                      | 578   |       |  |
| 3.9                                                       | 4.7  | 5.4  | 6.3   | 5.8                                               | 5.8  | 4.5  | 6.1   | 13.7                                                    | 11.2  | 8.8  | 7.3   | 13.7                                                   | 11.8 | 10.7 | ---                                                                      | 795   |       |  |
| 12.5                                                      | 13.9 | 14.8 | 9.3   | 7.3                                               | 7.7  | 6.1  | 8.2   | ---                                                     | ---   | ---  | ---   | 15.0                                                   | 12.0 | 10.1 | ---                                                                      | 1,102 |       |  |
| 9.6                                                       | 10.8 | 11.9 | 7.9   | 11.0                                              | 16.8 | 15.1 | 16.4  | 15.2                                                    | 11.3  | 9.3  | 7.4   | 12.4                                                   | 10.8 | 9.7  | ---                                                                      | 868   |       |  |
| 16.3                                                      | 14.5 | 13.8 | 13.0  | 6.9                                               | 8.7  | 7.3  | 6.9   | 11.5                                                    | 9.5   | 8.0  | 6.5   | 12.0                                                   | 10.7 | 9.2  | ---                                                                      | 1,074 |       |  |
| 19.2                                                      | 17.4 | 14.3 | 11.3  | 5.5                                               | 5.9  | 5.2  | 9.3   | ---                                                     | ---   | ---  | ---   | 16.0                                                   | 13.0 | 11.2 | ---                                                                      | 728   |       |  |
| 8.8                                                       | 9.8  | 9.3  | 10.0  | 6.2                                               | 6.3  | 6.9  | 6.3   | 13.0                                                    | 10.0  | 8.5  | 7.5   | 13.9                                                   | 11.3 | 10.0 | ---                                                                      | 942   |       |  |
| 3.7                                                       | 4.4  | 5.3  | 6.2   | 9.1                                               | 6.9  | 5.4  | 8.4   | ---                                                     | ---   | ---  | ---   | 14.0                                                   | 11.5 | 10.0 | ---                                                                      | 510   |       |  |
| 10.2                                                      | 10.4 | 9.1  | 8.5   | 16.7                                              | 10.2 | 13.1 | 12.1  | ---                                                     | ---   | ---  | ---   | 11.2                                                   | 9.4  | 8.7  | ---                                                                      | 481   |       |  |
| ---                                                       | ---  | ---  | ---   | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---  | ---   | ---                                                    | ---  | ---  | ---                                                                      | ---   | ---   |  |
| 3.4                                                       | 4.1  | 5.1  | 5.9   | 2.8                                               | 3.1  | 9    | 4.1   | 13.7                                                    | 11.2  | 8.8  | 7.3   | 14.3                                                   | 12.1 | 10.9 | ---                                                                      | 639   |       |  |
| 12.3                                                      | 12.6 | 13.8 | 13.6  | 8.0                                               | 8.9  | 10.7 | 9.0   | 13.0                                                    | 11.0  | 9.0  | 8.0   | 12.3                                                   | 11.0 | 9.6  | ---                                                                      | 421   |       |  |
| 16.0                                                      | 16.7 | 15.4 | 9.3   | 5.4                                               | 7.0  | 5.5  | 6.7   | 12.2                                                    | 10.9  | 9.5  | 7.5   | 12.7                                                   | 10.5 | 9.4  | ---                                                                      | 851   |       |  |
| 19.1                                                      | 19.0 | 17.1 | 14.8  | 7.7                                               | 8.5  | 8.3  | 9.6   | ---                                                     | ---   | ---  | ---   | 14.4                                                   | 11.6 | 9.8  | ---                                                                      | 471   |       |  |
| ---                                                       | ---  | ---  | ---   | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---  | ---   | ---                                                    | ---  | ---  | ---                                                                      | ---   | ---   |  |
| ---                                                       | ---  | ---  | ---   | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---  | ---   | ---                                                    | ---  | ---  | ---                                                                      | ---   | ---   |  |
| 3.4                                                       | 4.4  | 5.3  | 6.9   | 5.2                                               | 5.1  | 5.6  | 6.0   | ---                                                     | ---   | ---  | ---   | ---                                                    | ---  | ---  | ---                                                                      | ---   | ---   |  |
| 3.9                                                       | 4.9  | 5.9  | 6.9   | 4.9                                               | 4.5  | 5.7  | 5.8   | 13.2                                                    | 10.2  | 8.6  | 7.6   | 10.8                                                   | 9.0  | 8.4  | ---                                                                      | 340   |       |  |
| 13.3                                                      | 12.1 | 9.9  | 7.2   | 13.7                                              | 9.4  | 10.9 | 12.2  | ---                                                     | ---   | ---  | ---   | ---                                                    | ---  | ---  | ---                                                                      | ---   | ---   |  |
| 15.6                                                      | 16.5 | 17.6 | 19.1  | 7.1                                               | 8.5  | 10.2 | 8.4   | ---                                                     | ---   | ---  | ---   | ---                                                    | ---  | ---  | ---                                                                      | ---   | ---   |  |
| 11.5                                                      | 11.2 | 9.1  | 7.2   | 5.7                                               | 6.1  | 8.5  | 11.7  | ---                                                     | ---   | ---  | ---   | ---                                                    | ---  | ---  | ---                                                                      | ---   | ---   |  |
| ---                                                       | ---  | ---  | ---   | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---  | ---   | ---                                                    | ---  | ---  | ---                                                                      | ---   | ---   |  |
| 16.3                                                      | 16.2 | ---  | ---   | 2.9                                               | 4.0  | ---  | ---   | ---                                                     | ---   | ---  | ---   | ---                                                    | ---  | ---  | ---                                                                      | ---   | ---   |  |
| 10.3                                                      | 9.5  | 8.5  | 7.4   | 4.3                                               | 5.5  | 7.1  | 8.8   | ---                                                     | ---   | ---  | ---   | ---                                                    | ---  | ---  | ---                                                                      | ---   | ---   |  |
| 13.8                                                      | 12.2 | 11.2 | 9.6   | 5.9                                               | 5.9  | 9.7  | 7.8   | 13.5*                                                   | 11.5  | 9.0  | 7.5   | 12.4                                                   | 10.5 | 9.2  | ---                                                                      | 901   |       |  |
| 9.3                                                       | 9.5  | 10.3 | 6.7   | 9.2                                               | 8.8  | 9.7  | 11.2  | 12.3                                                    | 9.7   | 8.1  | 6.8   | 11.0                                                   | 9.5  | 8.2  | ---                                                                      | ---   |       |  |
| 11.1                                                      | 12.9 | 12.1 | 11.1  | 8.3                                               | 7.3  | 7.7  | 8.5   | 12.0                                                    | 10.2  | 8.1  | 7.0   | 13.2                                                   | 10.7 | 9.4  | ---                                                                      | ---   |       |  |
| 8.7                                                       | 10.7 | 10.6 | 8.7   | 5.6                                               | 5.6  | 7.6  | 4.4   | ---                                                     | ---   | ---  | ---   | ---                                                    | ---  | ---  | ---                                                                      | ---   | ---   |  |
| ---                                                       | ---  | ---  | ---   | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---  | ---   | ---                                                    | ---  | ---  | ---                                                                      | ---   | ---   |  |
| ---                                                       | ---  | ---  | ---   | ---                                               | ---  | ---  | ---   | ---                                                     | ---   | ---  | ---   | ---                                                    | ---  | ---  | ---                                                                      | ---   | ---   |  |
| 6.4                                                       | 5.2  | 7.4  | 5.7   | 7.2                                               | 8.7  | 12.2 | 8.9   | 13.7                                                    | 11.2  | 8.8  | 7.3   | 13.8                                                   | 11.9 | 10.5 | ---                                                                      | 786   |       |  |
| 3.6                                                       | 4.2  | 5.0  | 5.8   | 5.3                                               | 6.8  | 5.2  | 5.9   | 13.7                                                    | 11.2  | 8.8  | 7.3   | 13.8                                                   | 11.4 | 10.5 | ---                                                                      | 724   |       |  |
| 3.5                                                       | 4.1  | 4.9  | 5.6   | 5.0                                               | 5.0  | 4.9  | 5.0   | ---                                                     | ---   | ---  | ---   | ---                                                    | ---  | ---  | ---                                                                      | ---   | ---   |  |
| 14.1                                                      | 10.3 | 12.0 | 11.9  | 6.0                                               | 6.9  | 7.8  | 8.4   | 16.0                                                    | 12.2  | 10.0 | 8.6   | 17.3                                                   | 13.3 | 10.4 | ---                                                                      | 1,832 |       |  |
| 10.5                                                      | 9.6  | 9.2  | 6.9   | 8.0                                               | 9.2  | 9.0  |       |                                                         |       |      |       |                                                        |      |      |                                                                          |       |       |  |



| NAME OF INSTITUTION       | (1) (2)<br>NOTES<br>RET. | (3)<br>INST.<br>CATE-<br>GORY | (4)<br>RATING OF<br>AVERAGE COMPENSATION<br>BY RANK |      |      |       | (5)<br>NUMBER OF FULL-TIME<br>FACULTY MEMBERS BY RANK |      |      |       | (6)<br>AVERAGE COMPENSATION<br>BY RANK<br>(NEAREST HUNDRED) |      |      |       |  |  |
|---------------------------|--------------------------|-------------------------------|-----------------------------------------------------|------|------|-------|-------------------------------------------------------|------|------|-------|-------------------------------------------------------------|------|------|-------|--|--|
|                           |                          |                               | PROF                                                | ASSO | ASST | INSTR | PROF                                                  | ASSO | ASST | INSTR | PROF                                                        | ASSO | ASST | INSTR |  |  |
|                           |                          |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |  |  |
| PENNSYLVANIA (CONTINUED)  |                          |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |  |  |
| WEST CHESTER STATE COLL   |                          | II                            | 6                                                   | 5    | 9    | 8     | 111                                                   | 205  | 118  | 54    | 16,7                                                        | 14,2 | 10,7 | 9,1   |  |  |
| WESTMINSTER COLLEGE       | V                        | II                            | 4                                                   | 3    | 4    | 7     | 23                                                    | 23   | 37   | 23    | 19,0                                                        | 15,5 | 12,6 | 9,5   |  |  |
| WILKES COLLEGE            | V                        | II                            | 7                                                   | 7    | 7    | 7     | 18                                                    | 31   | 81   | 35    | 16,1                                                        | 13,4 | 11,4 | 9,3   |  |  |
| WILSON COLLEGE            | V                        | II                            | 4                                                   | 4    | 6    | 3     | 18                                                    | 12   | 25   | 11    | 18,1                                                        | 14,6 | 11,8 | 10,3  |  |  |
| YORK C OF PENNSYLVANIA    | V                        | II                            | 7                                                   | 4    | 8    | 6     | 9                                                     | 11   | 25   | 22    | 16,1                                                        | 14,7 | 11,1 | 9,6   |  |  |
| RHODE ISLAND              |                          |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |  |  |
| BROWN UNIVERSITY          | V                        | I                             | 3                                                   | 5    | 5    | 6     | 210                                                   | 117  | 122  | 23    | 24,2                                                        | 16,8 | 13,4 | 10,1  |  |  |
| BRYANT COLLEGE            | V                        | II                            | 5                                                   | 3    | 3    | 1     | 8                                                     | 18   | 33   | 13    | 17,8                                                        | 15,6 | 13,1 | 11,1  |  |  |
| PROVIDENCE COLLEGE        | V                        | II                            | 5                                                   | 5    | 6    | 5     | 20                                                    | 25   | 49   | 28    | 17,0                                                        | 14,2 | 11,6 | 10,0  |  |  |
| RHODE ISLAND COLL         | V                        | II                            | 3                                                   | 4    | 4    | 3     | 47                                                    | 56   | 121  | 29    | 19,1                                                        | 15,1 | 12,4 | 10,3  |  |  |
| RHODE ISLAND JUNIOR COLL  | V                        | III                           |                                                     | 7    | 9    | 10    |                                                       | 20   | 119  | 56    |                                                             | 13,9 | 11,2 | 9,2   |  |  |
| RHODE ISLAND SCH DESIGN   | V                        | II                            | 4                                                   | 5    | 7    | 10    | 15                                                    | 27   | 44   | 13    | 18,5                                                        | 14,5 | 11,3 | 8,4   |  |  |
| SALVE REGINA COLLEGE      | V                        | II                            | 9                                                   | 8    | 9    | 10    | 7                                                     | 11   | 24   | 29    | 14,0                                                        | 12,8 | 10,7 | 9,3   |  |  |
| UNIV RHODE ISLAND         | V                        | I                             | 6                                                   | 6    | 6    | 4     | 143                                                   | 167  | 211  | 104   | 21,1                                                        | 16,1 | 13,1 | 10,6  |  |  |
| SOUTH CAROLINA            |                          |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |  |  |
| BENEDICT COLLEGE          | V                        | II                            | 8                                                   | 10   | 10   | 10    | 10                                                    | 26   | 21   | 23    | 15,1                                                        | 9,6  | 8,1  | 8,3   |  |  |
| THE CITADEL               |                          | II                            | 6                                                   | 7    | 7    | --    | 32                                                    | 36   | 74   | 1     | 16,5                                                        | 13,4 | 11,3 | ----  |  |  |
| CLEMSON UNIVERSITY        |                          | I                             | 10                                                  | 10   | 10   | 9     | 87                                                    | 171  | 104  | 54    | 17,4                                                        | 14,5 | 12,0 | 9,4   |  |  |
| COKER COLLEGE             | V                        | II                            | 8                                                   | 10   | 10   | --    | 13                                                    | 7    | 7    | 3     | 15,0                                                        | 11,5 | 10,2 | ----  |  |  |
| COLUMBIA COLLEGE          | V                        | II                            | 9                                                   | 7    | 6    | 7     | 14                                                    | 12   | 12   | 11    | 14,7                                                        | 13,2 | 11,6 | 9,4   |  |  |
| CONVERSE COLLEGE          | V                        | II                            | 7                                                   | 5    | 6    | 9     | 14                                                    | 17   | 24   | 10    |                                                             |      |      |       |  |  |
| ERSKINE COLLEGE           | V                        | II                            | 10                                                  | 10   | 10   | --    | 12                                                    | 11   | 20   | 3     | 12,5                                                        | 11,1 | 10,0 | ----  |  |  |
| FRANCIS MARION COLLEGE    |                          | II                            | --                                                  | 7    | 9    | 8     | 3                                                     | 9    | 11   | 13    | ----                                                        | 13,6 | 10,7 | 9,0   |  |  |
| FURMAN UNIVERSITY         | V                        | II                            | 5                                                   | 6    | 6    | 7     | 31                                                    | 25   | 42   | 24    | 17,5                                                        | 14,0 | 11,6 | 9,4   |  |  |
| NEWBERRY COLLEGE          | V                        | II                            |                                                     |      |      | --    | 11                                                    | 18   | 30   | 2     | 15,9                                                        | 12,3 | 10,6 | ----  |  |  |
| PRESBYTERIAN COLLEGE      | V                        | II                            | 8                                                   | 9    | 9    | 8     | 13                                                    | 14   | 13   | 8     | 15,2                                                        | 12,4 | 10,6 | 9,1   |  |  |
| SOUTH CAROLINA STATE COLL |                          | II                            | 8                                                   | 9    | 9    | 7     | 23                                                    | 33   | 39   | 32    | 15,7                                                        | 12,0 | 10,4 | 9,4   |  |  |
| UNIV OF SOUTH CAROLINA    |                          | I                             | 9                                                   | 10   | 9    | 8     | 142                                                   | 139  | 207  | 104   | 14,6                                                        | 14,6 | 12,5 | 9,7   |  |  |
| VOORHEES COLLEGE          | V                        | II                            | --                                                  | 10   | 10   | 10    | 4                                                     | 10   | 15   | 11    | ----                                                        | 11,5 | 9,0  | 8,4   |  |  |
| WINTHROP COLLEGE          |                          | II                            | 7                                                   | 7    | 8    | 8     | 34                                                    | 36   | 67   | 29    | 16,1                                                        | 13,4 | 11,0 | 9,2   |  |  |
| WOFFORD COLLEGE           | V                        | II                            | 6                                                   | 5    | 6    | --    | 13                                                    | 15   | 25   | 2     | 16,7                                                        | 14,5 | 11,8 | ----  |  |  |
| SOUTH DAKOTA              |                          |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |  |  |
| AUGUSTANA COLLEGE         | V                        | II                            | 8                                                   | 8    | 9    | 9     | 19                                                    | 29   | 60   | 15    | 15,5                                                        | 12,6 | 10,6 | 8,8   |  |  |
| BLACK HILLS STATE COLLEGE | V                        | II                            | 10                                                  | 10   | 10   | 10    | 21                                                    | 19   | 40   | 20    | 13,2                                                        | 11,2 | 9,7  | 9,1   |  |  |
| DAKOTA STATE COLL         | V                        | II                            | 10                                                  | 9    | 9    | 8     | 8                                                     | 10   | 26   | 18    | 13,6                                                        | 12,2 | 10,4 | 9,0   |  |  |
| DAKOTA Wesleyan UNIV      | V                        | II                            | 10                                                  | 10   | 10   | 7     | 7                                                     | 9    | 14   | 7     | 11,5                                                        | 11,6 | 10,3 | 9,5   |  |  |
| HURON COLLEGE             | V                        | II                            | --                                                  | 10   | 10   | 10    | 5                                                     | 6    | 18   | 11    | ----                                                        | 10,6 | 10,3 | 8,9   |  |  |
| MCOUNT MARTY COLLEGE      | V                        | II                            |                                                     | --   | 10   | 10    |                                                       | 1    | 13   | 7     | ----                                                        | ---- | 9,4  | 8,4   |  |  |
| NORTHERN STATE COLLEGE    | V                        | II                            | 9                                                   | 10   | 9    | 9     | 21                                                    | 19   | 98   | 13    | 14,0                                                        | 11,5 | 10,4 | 8,9   |  |  |
| S DAKOTA SCH MINES & TECH | V                        | II                            | 8                                                   | 7    | 7    | 10    | 30                                                    | 30   | 39   | 7     | 15,7                                                        | 13,2 | 11,3 | 8,6   |  |  |
| SOUTH DAKOTA STATE UNIV   | V                        | II                            | 9                                                   | 8    | 7    | 6     | 73                                                    | 70   | 99   | 52    | 14,5                                                        | 12,6 | 11,3 | 9,6   |  |  |
| SOUTHERN STATE COLLEGE    |                          | II                            | 10                                                  | 9    | 10   | 10    | 7                                                     | 7    | 26   | 35    | 13,5                                                        | 11,9 | 10,2 | 8,6   |  |  |
| UNIV OF SOUTH DAKOTA      | V                        | II                            | 8                                                   | 8    | 6    | 9     | 66                                                    | 32   | 99   | 25    | 15,7                                                        | 13,0 | 11,7 | 8,8   |  |  |
| YANKTON COLLEGE           | V                        | II                            | 10                                                  | 10   | 10   | 10    | 7                                                     | 10   | 21   | 10    | 11,2                                                        | 11,5 | 9,9  | 8,3   |  |  |
| TENNESSEE                 |                          |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |  |  |
| BETHEL COLLEGE            | V                        | II                            | 10                                                  | 10   | 10   | --    | 12                                                    | 9    | 10   | 5     | 12,6                                                        | 9,1  | 8,1  | ----  |  |  |
| CHATTANOOGA ST TECHL INST | V                        | III                           | --                                                  | 10   | 10   | --    | 1                                                     | 12   | 26   | 5     | ----                                                        | 11,1 | 9,9  | ----  |  |  |
| CHRISTIAN BROTHERS COLL   | V                        | II                            | 8                                                   | 7    | 8    | 9     | 8                                                     | 13   | 18   | 24    | 15,2                                                        | 13,3 | 11,2 | 8,9   |  |  |
| COLUMBIA STATE CMTY COLL  |                          | III                           |                                                     | --   | 10   | 10    |                                                       | 5    | 14   | 37    | ----                                                        | ---- | 10,3 | 9,1   |  |  |
| FISK UNIVERSITY           | V                        | II                            | 3                                                   | 3    | 5    | 5     | 15                                                    | 27   | 37   | 17    | 19,0                                                        | 15,3 | 12,1 | 9,8   |  |  |
| GEO PEABODY C TEACHERS    | V                        | II                            | 6                                                   | 5    | 4    | 7     | 41                                                    | 42   | 51   | 22    | 16,7                                                        | 14,3 | 12,1 | 9,5   |  |  |
| KNOXVILLE COLLEGE         | V                        | II                            | 9                                                   | 10   | 10   | 10    | 11                                                    | 16   | 30   | 18    | 14,4                                                        | 11,5 | 9,4  | 8,1   |  |  |
| LAMBUTH COLLEGE           | V                        | II                            | 9                                                   | 9    | 9    | --    | 13                                                    | 13   | 26   | 5     | 14,3                                                        | 12,4 | 10,5 | ----  |  |  |
| LE MOYNE-OWEN COLLEGE     | V                        | II                            | 10                                                  | 10   | 10   | --    | 8                                                     | 8    | 11   | 5     | 12,7                                                        | 10,3 | 9,2  | ----  |  |  |
| LINCOLN MEMORIAL UNIV     | V                        | II                            | 10                                                  | 10   | --   | --    | 8                                                     | 21   | 5    | 3     | 12,0                                                        | 10,0 | ---- | ----  |  |  |
| MEMPHIS STATE UNIVERSITY  | V                        | II                            | 5                                                   | 4    | 5    | 7     | 152                                                   | 158  | 208  | 128   | 17,2                                                        | 14,8 | 12,0 | 9,4   |  |  |
| MIDDLE TENN STATE UNIV    | V                        | II                            | 6                                                   | 6    | 5    | 6     | 78                                                    | 92   | 141  | 64    | 16,6                                                        | 13,8 | 11,9 | 9,5   |  |  |
| MILLIGAN COLLEGE          | V                        | II                            | 10                                                  | 10   | 8    | II    | 11                                                    | 13   | 20   |       | 12,6                                                        | 11,3 | 10,9 |       |  |  |
| SOUTHWESTERN AT MEMPHIS   | V                        | II                            | 5                                                   | 5    | 7    | 4     | 27                                                    | 23   | 27   | 9     | 17,3                                                        | 14,2 | 11,5 | 10,2  |  |  |
| STATE TECH INST MEMPHIS   | V                        | III                           | --                                                  | 10   | 10   | 10    | 2                                                     | 10   | 20   | 24    | ----                                                        | 10,7 | 10,0 | 9,1   |  |  |
| TENNESSEE STATE UNIV      | V                        | II                            | 8                                                   | 7    | 9    | 8     | 54                                                    | 62   | 98   | 43    | 14,9                                                        | 13,4 | 10,4 | 9,2   |  |  |
| TUSCULUM COLLEGE          | V                        | II                            | --                                                  | 10   | 9    | 10    | 4                                                     | 6    | 18   | 8     | ----                                                        | 11,7 | 10,4 | 8,3   |  |  |
| UNION UNIVERSITY          | V                        | II                            | 9                                                   | 8    | 9    | 9     | 11                                                    | 19   | 11   | 11    | 13,9                                                        | 12,5 | 10,7 | 9,0   |  |  |
| UNIVERSITY OF THE SOUTH   | V                        | II                            | 4                                                   | 6    | 6    | 6     | 27                                                    | 9    | 30   | 12    | 14,5                                                        | 13,4 | 11,7 | 9,7   |  |  |
| UNIV TENN-KNOXVILLE       | V                        | I                             | 9                                                   | 9    | 8    | 10    | 290                                                   | 298  | 351  | 186   | 14,8                                                        | 15,0 | 12,7 | 8,7   |  |  |
| U OF TENN AT CHATTANOOGA  | V                        | II                            | 6                                                   | 4    | 5    | 3     | 29                                                    | 37   | 84   | 26    | 16,6                                                        | 14,9 | 12,0 | 10,4  |  |  |
| UNIV OF TENN AT MARTIN    | V                        | II                            | 8                                                   | 7    | 5    | 7     | 10                                                    | 41   | 112  | 41    | 14,9                                                        | 13,6 | 11,9 | 9,5   |  |  |
| VANDERBILT UNIVERSITY     | V                        | I                             | 4                                                   | 5    | 3    | 1     | 151                                                   | 124  | 120  | 40    | 23,1                                                        | 16,6 | 13,9 | 11,6  |  |  |
| TEXAS                     |                          |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |  |  |
| ANGELO STATE UNIVERSITY   | V                        | II                            | 6                                                   | 6    | 6    | 9     | 23                                                    | 23   | 57   | 27    | 16,5                                                        | 14,0 | 11,5 | 8,8   |  |  |
| AUSTIN COLLEGE            | V                        | II                            | 5                                                   | 5    | 4    | 3     | 21                                                    | 14   | 25   | 17    | 17,8                                                        | 14,4 | 12,4 | 10,4  |  |  |
| BAYLOR UNIVERSITY         | V                        | II                            | 8                                                   | 8    | 9    | 10    | 104                                                   | 71   | 85   | 29    | 15,5                                                        | 12,5 | 10,5 | 8,5   |  |  |
| DALLAS BAPTIST COLLEGE    |                          | II                            |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |  |  |
| DEL MAR COLLEGE           | V                        | III                           | 8                                                   | 9    | 9    | 8     | 15                                                    | 34   | 44   | 57    | 14,8                                                        | 12,6 | 11,0 | 9,7   |  |  |
| EAST TEXAS STATE UNIV     | V                        | II                            | 5                                                   | 4    | 3    | 3     | 78                                                    | 57   | 86   | 111   | 17,3                                                        | 15,1 | 12,6 | 10,5  |  |  |
| HUSTON-TILLOTSON COLL     | V                        | II                            | 9                                                   | 9    | 10   | 10    | 12                                                    | 13   | 14   | 14    | 14,0                                                        | 11,8 | 10,2 | 8,6   |  |  |
| LAMAR STATE COLL OF TECH  | V                        | II                            | 4                                                   | 5    | 5    | 8     | 81                                                    | 76   | 120  | 97    | 18,4                                                        | 14,3 | 11,9 | 9,1   |  |  |
| LUBBOCK CHRISTIAN COLLEGE | V                        | II                            | --                                                  | 10   | 10   | 10    | 3                                                     | 14   | 10   | 11    | ----                                                        | 10,6 | 9,2  | 8,1   |  |  |
| MCNURRY COLLEGE           | V                        | II                            | 10                                                  | 10   | 10   | --    | 14                                                    | 15   | 30   | 2     | 12,9                                                        | 10,6 | 10,1 | ----  |  |  |
| MIDLAND COLLEGE           | V                        | III                           |                                                     |      | --   | 10    |                                                       |      |      | 7     |                                                             |      |      | 9,1   |  |  |
| MIDWESTERN UNIVERSITY     | V                        | II                            | 8                                                   | 7    | 6    | 4     | 26                                                    | 18   | 39   | 46    | 15,9                                                        | 13,3 | 11,3 | 10,2  |  |  |
| NORTH TEXAS STATE UNIV    | V                        | I                             | 9                                                   | 9    | 7    | 7     | 173                                                   | 121  | 185  | 90    | 14,8                                                        | 15,1 | 12,8 | 10,0  |  |  |
| ODESSA COLLEGE            | V                        | III                           | 9                                                   | 9    | 7    | 6     | 12                                                    | 12   | 19   | 58    | 13,6                                                        | 12,4 | 11,7 | 10,3  |  |  |
| PRAIRIE VIEW A&M COLL     | V                        | II                            | 8                                                   | 9    | 9    | 6     | 55                                                    | 60   | 77   | 32    | 15,4                                                        | 11,9 | 10,7 | 9,6   |  |  |
| RICE UNIVERSITY           | V                        | I                             | 4                                                   | 6    | 6    | 3     | 113                                                   | 74   | 111  | 16    | 22,7                                                        | 16,4 | 13,3 | 11,1  |  |  |
| ST EDWARDS UNIV           | V                        | II                            | --                                                  | 9    | 9    | --    | 4                                                     | 12   | 10   | 2     | ----                                                        | 11,8 | 10,4 | ----  |  |  |
| SAM HOUSTON STATE UNIV    | V                        | II                            | 6                                                   | 5    | 4    | 4     | 71                                                    | 89   | 87   | 60    | 16,5                                                        | 14,3 | 12,4 | 10,0  |  |  |
| SOUTHERN METH UNIV        | V                        | I                             |                                                     |      |      |       | 121                                                   | 104  | 160  | 79    | 19,5                                                        | 15,5 | 12,4 | 9,0   |  |  |
| SOUTHWEST TEXAS ST UNIV   | V                        | II                            | 6                                                   | 6    | 4    | 6     | 65                                                    | 62   | 91   | 109   | 16,5                                                        | 14,0 | 12,6 | 9,6   |  |  |
| SOUTHWESTERN UNIVERSITY   | V                        | II                            | 8                                                   | 8    | 6    | --    | 19                                                    | 11   | 25   | 4     | 15,4                                                        | 12,8 | 11,5 | ----  |  |  |
| STEPHEN F AUSTIN ST UNIV  | V                        | II                            | 6                                                   | 5    | 6    | 6     | 63                                                    | 67   | 124  | 82    | 16,6                                                        | 14,1 | 11,8 | 9,5   |  |  |
| SUL ROSS STATE UNIVERSITY | V                        | II                            | 9                                                   | 10   | 9    | 8     | 23                                                    | 10   | 24   | 30    | 14,8                                                        | 11,5 | 10,3 | 9,1   |  |  |
| TARLETON STATE COLLEGE    | V                        | II                            | 8                                                   | 8    | 8    | 8     | 20                                                    | 20   | 47   | 29    | 15,4                                                        | 13,0 | 11,0 | 9,0   |  |  |
| TARRANT CO JR COLL-NE     | V                        | III                           | 10                                                  | 10   | 10   | 8     | 7                                                     | 16   | 31   | 40    | 12,7                                                        | 12,2 | 10,8 | 9,7   |  |  |
| TARRANT CO JR COLL-SOUTH  | V                        | III                           | 10                                                  | 10   | 9    | 7     | 7                                                     | 22   | 40   | 80    | 13,2                                                        | 12,0 | 10,9 | 10,0  |  |  |
| TEXARKANA COLLEGE         |                          | III                           | 10                                                  | 10   | 10   | --    | 15                                                    | 10   | 29   | 2     | 10,5                                                        | 9,4  | 8,7  | ----  |  |  |
| TEXAS A&M UNIVERSITY      | V                        | I                             | 8                                                   | 8    | 6    | 10    | 253                                                   | 253  | 276  | 87    | 19,7                                                        | 15,4 | 13,1 | 9,1   |  |  |

| (7)<br>FRINGE BENEFITS<br>AS PERCENT OF<br>AVERAGE SALARY |      |      |       | (8)<br>ACTUAL<br>PERCENTAGE INCREASE<br>IN SALARY |      |      |       | (9)<br>ANNOUNCED<br>MINIMUM SALARY<br>(NEAREST HUNDRED) |       |       |       | (10)<br>SALARY<br>DISTRIBUTION<br>(ALL RANKS COMBINED) |      |      | (11)<br>FULL-TIME<br>FACULTY<br>COMP./FULL TIME<br>STUDENT<br>EQUIVALENT |
|-----------------------------------------------------------|------|------|-------|---------------------------------------------------|------|------|-------|---------------------------------------------------------|-------|-------|-------|--------------------------------------------------------|------|------|--------------------------------------------------------------------------|
| PROF                                                      | ASSO | ASST | INSTR | PROF                                              | ASSO | ASST | INSTR | PROF                                                    | ASSO  | ASST  | INSTR | HQ                                                     | MDN  | LQ   |                                                                          |
| 3.8                                                       | 4.4  | 5.7  | 7.8   | 5.0                                               | 4.7  | 5.0  | 5.0   | 13.7                                                    | 11.2  | 8.8   | 7.3   | 13.7                                                   | 11.8 | 9.9  | 1,123                                                                    |
| 13.4                                                      | 11.6 | 12.1 | 7.9   | 7.8                                               | 6.8  | 8.2  | 8.0   |                                                         |       |       |       | 14.6                                                   | 12.3 | 9.8  | 859                                                                      |
| 10.7                                                      | 11.6 | 11.4 | 10.8  | 7.0                                               | 7.1  | 6.8  | 7.1   | 12.0                                                    | 10.0  | 8.5   | 6.5   | 11.7                                                   | 10.5 | 9.5  | 764                                                                      |
| 15.2                                                      | 15.0 | 14.8 | 13.7  | 7.7                                               | 8.8  | 6.4  | 9.1   | 15.6                                                    | 12.1  | 9.6   | 7.8   | 15.6                                                   | 11.1 | 9.6  | 1,867                                                                    |
| 10.1                                                      | 11.1 | 12.1 | 13.5  | 7.5                                               | 5.7  | 4.6  | 3.9   | 14.0                                                    | 11.0  | 8.0   | 7.0   | 12.8                                                   | 9.5  | 8.8  | 432                                                                      |
| 16.4                                                      | 14.6 | 14.8 | 6.8   | 6.9                                               | 9.1  | 9.1  | 19.1  |                                                         |       |       |       | 19.1                                                   | 15.0 | 12.0 | 1,776                                                                    |
| 10.4                                                      | 11.1 | 9.3  | 9.7   | 7.3                                               | 7.0  | 7.4  | 7.0   | 13.5                                                    | 12.0  | 9.3   | 8.0   | 14.5                                                   | 12.5 | 11.1 | 515                                                                      |
| 18.7                                                      | 15.3 | 8.7  | 9.4   | 14.3                                              | 9.8  | 12.3 | 19.4  | 13.5*                                                   | 12.0* | 10.0* | 9.0*  | 12.4                                                   | 10.9 | 10.0 |                                                                          |
| 13.0                                                      | 14.0 | 15.0 | 15.9  | 8.7                                               | 9.7  | 9.3  | 6.3   | 15.0                                                    | 12.0  | 9.0   | 7.2   | 14.0                                                   | 11.8 | 10.0 | 789                                                                      |
|                                                           | 11.5 | 13.3 | 9.2   |                                                   | 9.1  | 7.9  | 8.3   |                                                         | 12.0* | 9.0   | 7.2   | 10.5                                                   | 9.9  | 9.0  | 546                                                                      |
| 15.7                                                      | 15.9 | 15.8 | 9.3   | 10.4                                              | 11.1 | 12.5 | 18.8  | 13.5                                                    | 11.0  | 9.0   | 7.5   | 13.0                                                   | 11.3 | 10.4 | 1,121                                                                    |
| 4.9                                                       | 5.2  | 5.3  | 3.5   |                                                   |      |      |       |                                                         |       |       |       | 11.6                                                   | 9.7  | 8.2  | 1,135                                                                    |
| 12.8                                                      | 13.8 | 14.8 | 16.2  | 8.3                                               | 8.6  | 8.0  | 12.0  | 15.0*                                                   | 12.0* | 9.0*  | 7.2*  | 15.8                                                   | 12.4 | 10.6 | 1,010                                                                    |
| 3.7                                                       | 6.3  | 5.7  | 5.4   | 2.8                                               | 6.8  | 12.5 | 6.5   | 10.5                                                    | 7.5   | 6.5   | 6.0   | 10.2                                                   | 8.3  | 7.5  | 540                                                                      |
| 4.3                                                       | 5.0  | 5.6  | ---   | 6.7                                               | 7.1  | 7.6  | ---   | 13.3                                                    | 11.6  | 9.2   | ---   | 13.7                                                   | 11.8 | 10.6 | 733                                                                      |
| 3.3                                                       | 3.8  | 4.5  | 5.3   | 3.7                                               | 5.3  | 5.2  | 4.0   |                                                         |       |       |       | 15.5                                                   | 12.7 | 10.9 | 309                                                                      |
| 13.0                                                      | 13.8 | 14.8 | ---   | 4.0                                               | 5.0  | 3.7  | ---   |                                                         |       |       |       | 13.5                                                   | 10.5 | 8.5  | 930                                                                      |
| 12.2                                                      | 11.0 | 12.4 | 10.5  | 5.4                                               | 5.0  | 5.5  | 4.2   |                                                         |       |       |       | 12.4                                                   | 11.5 | 9.0  | 709                                                                      |
| 13.0                                                      | 13.1 | 10.9 | 6.9   | 7.1                                               | 7.4  | 7.1  | 8.7   |                                                         |       |       |       | 14.0                                                   | 11.6 | 9.0  | 1,077                                                                    |
| 11.6                                                      | 12.6 | 9.9  | ---   | 2.4                                               | 4.3  | 2.7  | ---   | 8.8                                                     | 8.8*  | 7.7   | ---   | 11.0                                                   | 9.8  | 8.5  | 649                                                                      |
| ---                                                       | 4.6  | 5.6  | 6.2   | ---                                               | ---  | ---  | ---   | ---                                                     |       |       |       | 13.0                                                   | 10.1 | 9.0  | 525                                                                      |
| 14.5                                                      | 13.9 | 10.0 | 6.4   | 7.5                                               | 8.0  | 7.4  | 6.6   |                                                         |       |       |       | 13.2                                                   | 11.4 | 10.0 | 421                                                                      |
| 7.6                                                       | 8.4  | 9.0  | ---   | 5.0                                               | 6.4  | 5.0  | ---   |                                                         |       |       |       | 13.1                                                   | 10.5 | 9.4  | 322                                                                      |
| 8.5                                                       | 10.6 | 7.6  | 7.8   | 9.2                                               | 7.3  | 9.2  | 5.3   | 11.6                                                    | 9.6   | 7.6   | 7.5   | 12.5                                                   | 11.0 | 9.0  | 717                                                                      |
| 3.1                                                       | 5.0  | 4.7  | 4.8   | 3.2                                               | 2.9  | 3.6  | 4.2   |                                                         |       |       |       | 12.5                                                   | 10.4 | 9.2  | 741                                                                      |
| 2.6                                                       | 3.3  | 3.9  | 4.8   | 4.1                                               | 5.0  | 5.6  | 7.2   |                                                         |       |       |       | 15.5                                                   | 13.0 | 10.5 | 646                                                                      |
| ---                                                       | 5.0  | 6.7  | 7.0   | ---                                               | 10.2 | 5.6  | 7.4   | ---                                                     |       |       |       | 11.2                                                   | 9.0  | 8.0  | 642                                                                      |
| 3.5                                                       | 4.1  | 4.9  | 5.7   | 3.9                                               | 6.0  | 4.3  | 6.3   |                                                         |       |       |       | 13.8                                                   | 11.3 | 9.5  | 573                                                                      |
| 11.5                                                      | 11.7 | 10.7 | ---   | 8.5                                               | 9.3  | 9.1  | ---   |                                                         |       |       |       | 13.8                                                   | 11.6 | 10.7 | 763                                                                      |
| 13.0                                                      | 13.0 | 12.2 | 10.9  | 3.4                                               | 2.9  | 3.7  | 4.1   | 10.0                                                    | 9.0   | 7.5   | 6.5   | 11.0                                                   | 9.7  | 8.8  | 693                                                                      |
| 7.4                                                       | 8.7  | 9.4  | 10.4  | 3.6                                               | 4.9  | 6.0  | 6.0   |                                                         |       |       |       | 11.0                                                   | 9.3  | 7.9  | 457                                                                      |
| 7.1                                                       | 7.2  | 8.1  | 9.1   | 7.7                                               | 6.7  | 9.3  | 7.2   | 10.0                                                    | 9.0   | 7.5   | 6.5   | 10.5                                                   | 9.0  | 8.5  | 532                                                                      |
| 10.3                                                      | 10.0 | 10.0 | 7.0   | 3.7                                               | 7.6  | 7.2  | 6.6   | 10.0*                                                   | 9.5   | 8.0*  | 7.0   | 10.6                                                   | 9.8  | 8.8  | 708                                                                      |
| ---                                                       | 13.9 | 9.2  | 8.3   | ---                                               | 5.4  | 7.7  | 7.8   | ---                                                     |       |       |       | 10.2                                                   | 9.0  | 8.2  | 618                                                                      |
| ---                                                       | ---  | 7.2  | 6.2   | ---                                               | ---  | 9.3  | 9.2   | ---                                                     |       |       |       |                                                        |      |      |                                                                          |
| 7.7                                                       | 9.1  | 9.6  | 9.5   | 2.6                                               | 3.6  | 3.5  | 3.4   |                                                         |       |       |       | 11.3                                                   | 10.1 | 8.8  | 530                                                                      |
| 7.0                                                       | 8.2  | 9.2  | 11.0  | 3.5                                               | 4.2  | 4.8  | 9.0   |                                                         |       |       |       | 13.2                                                   | 11.8 | 10.0 | 808                                                                      |
| 8.0                                                       | 8.8  | 9.5  | 10.6  | 3.9                                               | 5.5  | 6.0  | 7.6   |                                                         |       |       |       | 12.5                                                   | 11.0 | 9.5  | 587                                                                      |
| 6.2                                                       | 6.9  | 7.7  | 8.2   | 4.0                                               | 4.0  | 4.8  | 5.0   |                                                         |       |       |       | 10.0                                                   | 9.0  | 8.1  | 717                                                                      |
| 6.5                                                       | 7.5  | 8.1  | 9.6   | 5.2                                               | 6.4  | 5.3  | 9.6   |                                                         |       |       |       | 13.7                                                   | 11.7 | 10.2 | 616                                                                      |
| 8.1                                                       | 8.9  | 7.8  | 6.0   | 4.8                                               | 5.8  | 5.8  | 5.9   |                                                         |       |       |       | 10.2                                                   | 9.3  | 8.4  | 984                                                                      |
| 7.7                                                       | 9.7  | 8.4  | ---   | ---                                               | 8.6  | 7.9  | ---   | 9.0                                                     | 7.0   | 7.0   | ---   | 12.0                                                   | 8.3  | 7.4  | 700                                                                      |
| ---                                                       | 10.0 | 10.2 | ---   | ---                                               | 10.0 | 8.4  | 7.0   | ---                                                     | 8.6   | 7.6*  | ---   | 10.3                                                   | 9.3  | 8.7  | 934                                                                      |
| 8.9                                                       | 9.6  | 10.5 | 11.5  | 5.8                                               | ---  | 6.7  | 7.5   | ---                                                     |       |       |       | 12.0                                                   | 10.0 | 8.1  | 792                                                                      |
| ---                                                       | ---  | 7.5  | 7.6   | ---                                               | ---  | ---  | ---   | ---                                                     |       |       |       | 9.9                                                    | 9.9  | 4.0  | 447                                                                      |
| 11.5                                                      | 12.2 | 13.2 | 13.9  | 10.1                                              | 9.4  | 5.2  | 10.4  | 11.0                                                    | 10.0  | 8.5*  | 7.0   | 14.3                                                   | 11.5 | 9.5  | 1,034                                                                    |
| 13.4                                                      | 13.6 | 13.6 | 10.1  | 4.3                                               | 5.1  | 4.5  | 5.0   |                                                         |       |       |       | 13.8                                                   | 12.0 | 10.2 | 1,029                                                                    |
| 8.4                                                       | 7.4  | 7.8  | 7.5   | 10.1                                              | 2.0  | 7.5  | 8.9   | 12.5                                                    | 9.7   | 8.3*  | 7.0*  | 10.9                                                   | 9.2  | 7.9  | 603                                                                      |
| 12.2                                                      | 14.1 | 12.7 | ---   | 10.0                                              | 10.4 | 9.9  | ---   |                                                         |       |       |       | 12.2                                                   | 9.9  | 9.2  | 824                                                                      |
| 11.3                                                      | 11.0 | 9.1  | ---   | 4.9                                               | 6.1  | 5.7  | ---   |                                                         |       |       |       | 10.3                                                   | 9.3  | 8.1  | 500                                                                      |
| 13.9                                                      | 16.7 | ---  | ---   | ---                                               | 3.3  | ---  | ---   | 10.5                                                    | 7.8   | ---   | ---   | 10.5                                                   | 7.9  | 7.7  | 511                                                                      |
| 8.6                                                       | 9.0  | 9.8  | 10.5  | 9.9                                               | 10.1 | 8.3  | 7.5   | 8.4                                                     | 7.8   | 7.5   | 6.2   | 14.4                                                   | 12.1 | 8.8  | 578                                                                      |
| 8.9                                                       | 9.6  | 10.2 | 10.8  | 8.9                                               | 9.1  | 8.2  | 8.2   | 8.4                                                     | 7.8   | 7.5   | 7.2   | 13.5                                                   | 11.3 | 10.4 | 668                                                                      |
| 16.1                                                      | 16.6 | 16.7 | ---   |                                                   |      |      |       |                                                         |       |       |       | 11.0                                                   | 9.6  | 8.8  | 727                                                                      |
| 14.8                                                      | 14.2 | 13.4 | 13.2  | 4.4                                               | 8.6  | 5.2  | 4.9   |                                                         |       |       |       | 14.2                                                   | 12.1 | 10.6 | 1,147                                                                    |
| ---                                                       | 9.3  | 9.4  | 9.4   | ---                                               | 10.4 | 8.4  | 8.1   | ---                                                     | 8.6   | 7.6   | 7.1   | 9.5                                                    | 8.7  | 8.4  | 418                                                                      |
| 8.7                                                       | 10.2 | 9.2  | 9.1   | 9.1                                               | 7.7  | 8.4  | 11.2  |                                                         |       |       |       | 12.9                                                   | 10.4 | 8.8  | 668                                                                      |
| ---                                                       | 9.3  | 9.5  | 7.4   | ---                                               | 1.8  | 4.5  | 5.9   | ---                                                     |       |       |       | 10.7                                                   | 9.5  | 8.5  | 606                                                                      |
| 8.4                                                       | 10.0 | 10.2 | 10.2  | 5.5                                               | 6.0  | 6.6  | 6.8   | 11.0                                                    | 8.5   | 7.0   | 9.0   | 12.3                                                   | 10.6 | 8.9  | 845                                                                      |
| 13.7                                                      | 14.8 | 13.1 | 9.1   | 3.5                                               | 3.3  | 3.5  | 3.1   |                                                         |       |       |       | 14.6                                                   | 11.4 | 9.8  | 1,118                                                                    |
| 8.4                                                       | 9.0  | 9.6  | 10.6  | 7.6                                               | 6.4  | 6.9  | 9.2   |                                                         |       |       |       | 15.4                                                   | 13.3 | 10.7 | 717                                                                      |
| 9.3                                                       | 9.5  | 10.2 | 10.8  | 5.3                                               | 5.7  | 9.0  | 8.9   |                                                         |       |       |       | 13.5                                                   | 11.4 | 10.2 | 619                                                                      |
| 9.0                                                       | 9.4  | 9.8  | 10.5  | 7.2                                               | 7.7  | 5.8  | 8.2   |                                                         |       |       |       | 12.2                                                   | 10.7 | 9.3  | 555                                                                      |
| 13.4                                                      | 14.6 | 15.5 | 5.9   | 5.7                                               | 6.9  | 6.5  | 7.7   |                                                         |       |       |       | 17.8                                                   | 14.2 | 12.1 | 1,277                                                                    |
| 9.1                                                       | 9.7  | 10.5 | 11.2  | 4.8                                               | 3.7  | 4.4  | 3.6   | 11.7                                                    | 8.3   | 7.7   | 7.0   | 12.6                                                   | 10.9 | 9.4  | 459                                                                      |
| 12.8                                                      | 12.6 | 14.5 | 14.5  | 7.2                                               | 7.3  | 7.6  | 8.0   | 12.0                                                    | 10.0  | 8.0   | 7.0   | 14.3                                                   | 11.5 | 10.0 | 944                                                                      |
| 12.0                                                      | 11.0 | 10.0 | 9.0   | 6.6                                               | 8.3  | 7.4  | 10.0  |                                                         |       |       |       | 13.2                                                   | 11.1 | 9.2  | 572                                                                      |
| 11.2                                                      | 12.1 | 13.0 | 13.5  | 4                                                 | 2.0  | 2.4  | 2.2   | 9.4                                                     | 8.8   | 8.1   | 7.8   | 10.9                                                   | 9.6  | 4.6  | 893                                                                      |
| 8.9                                                       | 9.4  | 10.1 | 10.9  | 6.5                                               | 5.2  | 6.4  | 5.5   | 11.0*                                                   | 12.1  | 9.7   | 7.9   | 14.8                                                   | 11.7 | 10.0 | 602                                                                      |
| 10.7                                                      | 11.4 | 13.3 | 13.3  | 4.1                                               | 3.4  | 10.5 | 8.6   | 9.0                                                     | 8.0   | 7.0   | 6.5   | 11.5                                                   | 9.8  | 8.2  | 890                                                                      |
| 8.8                                                       | 9.6  | 10.3 | 11.2  | 4.8                                               | 4.5  | 5.0  | 8.5   |                                                         |       |       |       | 14.3                                                   | 11.9 | 9.7  | 443                                                                      |
| ---                                                       | 9.6  | 10.2 | 10.3  | ---                                               | 11.0 | 14.4 | 12.7  | ---                                                     |       |       |       | 8.9                                                    | 7.9  | 7.3  | 408                                                                      |
| 10.3                                                      | 11.1 | 11.1 | ---   | 14.5                                              | 3.3  | 5.3  | ---   |                                                         |       |       |       | 10.9                                                   | 10.1 | 8.5  | 513                                                                      |
| ---                                                       | ---  | 12.3 | ---   | ---                                               | ---  | ---  | 10.2  | ---                                                     |       |       |       | 10.1                                                   | 9.1  | 8.3  | 310                                                                      |
| 9.2                                                       | 9.9  | 10.4 | 11.0  | 7.5                                               | 8.9  | 8.8  | 8.0   |                                                         |       |       |       | 12.6                                                   | 10.8 | 9.4  | 444                                                                      |
| 8.7                                                       | 9.4  | 10.1 | 11.0  | 7.1                                               | 7.9  | 7.8  | 6.6   |                                                         |       |       |       | 16.0                                                   | 13.2 | 11.0 | 613                                                                      |
| 7.6                                                       | 7.4  | 7.9  | 11.0  | 5.7                                               | 2.5  | 2.7  | 4.2   | 10.7*                                                   | 9.2   | 8.6   | 7.9*  | 11.6                                                   | 10.4 | 9.2  | 544                                                                      |
| 9.4                                                       | 10.7 | 11.2 | 11.6  | 3.5                                               | 3.3  | 4.4  | 5.6   |                                                         |       |       |       | 12.4                                                   | 10.4 | 9.0  | 658                                                                      |
| 10.1                                                      | 9.3  | 9.6  | 6.4   | 5.1                                               | 6.8  | 6.8  | 6.0   |                                                         |       |       |       | 17.5                                                   | 14.3 | 12.3 | 1,824                                                                    |
| ---                                                       | 9.1  | 7.1  | ---   | ---                                               | 7.1  | 6.2  | ---   | ---                                                     |       |       |       | 11.3                                                   | 10.6 | 9.6  | 343                                                                      |
| 9.1                                                       | 9.6  | 10.2 | 11.1  | 4.4                                               | 6.2  | 6.3  | 6.2   | 11.2                                                    | 10.3  | 9.4   | 8.1   | 14.0                                                   | 12.2 | 10.5 | 467                                                                      |
| 11.7                                                      | 11.8 | 10.3 | 10.5  |                                                   |      |      |       |                                                         |       |       |       | 15.0                                                   | 12.0 | 10.0 | 864                                                                      |
| 9.1                                                       | 9.7  | 10.1 | 11.2  | 4.2                                               | 4.4  | 10.0 | 5.1   |                                                         |       |       |       | 13.1                                                   | 11.5 | 9.0  | 350                                                                      |
| 14.7                                                      | 15.5 | 16.0 | ---   | 8.4                                               | 8.0  | 7.8  | ---   |                                                         |       |       |       | 14.3                                                   | 12.7 | 11.0 | 901                                                                      |
| 9.1                                                       | 9.6  | 10.3 | 11.1  | 5.0                                               | 5.2  | 5.5  | 5.7   | 13.0                                                    | 11.5  | 9.0   | 7.0   | 13.1                                                   | 11.0 | 9.6  | 476                                                                      |
| 9.3                                                       | 10.5 | 11.0 | 11.1  | 7.6                                               | 4.8  | 2.7  | 3.3   |                                                         |       |       |       | 11.5                                                   | 9.7  | 9.4  | 413                                                                      |
| 9.7                                                       | 10.3 | 11.0 | 11.6  | 2.8                                               | 3.1  | 3.3  | 4.4   |                                                         |       |       |       | 11.8                                                   | 10.0 | 9.0  | 477                                                                      |
| 10.1                                                      | 10.2 | 10.7 | 11.2  | 3.8                                               | 4.6  | 6.4  | 8.0   | 9.3*                                                    | 8.7   | 8.1   | 7.5   | 10.5                                                   | 9.2  | 8.3  | 217                                                                      |
| 9.9                                                       | 10.3 | 10.7 | 11.0  | 5.0                                               | 5.8  | 5.9  | 7.6   | 9.3                                                     | 8.7   | 8.1   | 7.5   | 10.3                                                   | 9.6  | 8.9  | 254                                                                      |
| 4.7                                                       | 5.0  | 5.2  | ---   | 1.5                                               | 7    | 4.9  | ---   |                                                         |       |       |       | 9.8                                                    | 8.9  | 7.8  | 405                                                                      |
| 9.0                                                       | 9.7  | 10.3 | 10.9  | 7.2                                               | 7.3  | 7.6  | 7.4   |                                                         |       |       |       | 16.2                                                   | 13.5 | 11.3 | 1,001                                                                    |

| NAME OF INSTITUTION       | NOTES | (1)<br>RET. | (2) | (3)<br>INST.<br>CATE-<br>GORY | (4)<br>RATING OF<br>AVERAGE COMPENSATION<br>BY RANK |      |      |       | (5)<br>NUMBER OF FULL-TIME<br>FACULTY MEMBERS BY RANK |      |      |       | (6)<br>AVERAGE COMPENSATION<br>BY RANK<br>(NEAREST HUNDRED) |      |      |       |
|---------------------------|-------|-------------|-----|-------------------------------|-----------------------------------------------------|------|------|-------|-------------------------------------------------------|------|------|-------|-------------------------------------------------------------|------|------|-------|
|                           |       |             |     |                               | PROF                                                | ASSO | ASST | INSTR | PROF                                                  | ASSO | ASST | INSTR | PROF                                                        | ASSO | ASST | INSTR |
|                           |       |             |     |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| TEXAS (CONTINUED)         |       |             |     |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| TEXAS A AND I UNIV        | V     |             |     | II                            | 5                                                   | 5    | 4    | 5     | 55                                                    | 60   | 86   | 81    | 17,4                                                        | 14,4 | 12,2 | 9,9   |
| TEXAS CHRISTIAN UNIV      | V     |             |     | I                             | 10                                                  | 10   | 10   | 10    | 78                                                    | 75   | 62   | 39    | 15,6                                                        | 13,0 | 10,8 | 8,0   |
| TEXAS LUTHERAN COLLEGE    | V     |             |     | II                            | --                                                  | 10   | 10   | 8     | 5                                                     | 12   | 17   | 11    | --                                                          | 11,7 | 9,9  | 9,3   |
| TEXAS SOUTHERN UNIVERSITY | V     |             |     | II                            | 6                                                   | 6    | 5    | 7     | 28                                                    | 32   | 69   | 70    | 16,5                                                        | 13,9 | 11,9 | 9,5   |
| TEXAS ST TECHNICAL INST   | PNA   | V           |     | III                           |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| TEXAS TECH UNIVERSITY     | V     |             |     | I                             | 9                                                   | 9    | 10   | 10    | 217                                                   | 212  | 245  | 90    | 18,9                                                        | 15,1 | 12,4 | 9,0   |
| TEXAS WESLEYAN COLLEGE    | V     |             |     | II                            | 9                                                   | 9    | 9    | 7     | 9                                                     | 16   | 27   | 20    | 14,6                                                        | 12,2 | 10,4 | 9,5   |
| TEXAS WOMAN'S UNIV        | V     |             |     | I                             | 8                                                   | 6    | 4    | 5     | 58                                                    | 54   | 98   | 71    | 19,0                                                        | 15,9 | 13,6 | 10,1  |
| TRINITY UNIVERSITY        | V     |             |     | II                            | 5                                                   | 4    | 3    | 4     | 35                                                    | 53   | 62   | 16    | 17,1                                                        | 14,6 | 13,0 | 10,1  |
| UNIV OF HOUSTON           | V     |             |     | I                             | 8                                                   | 7    | 6    | 6     | 209                                                   | 229  | 214  | 115   | 19,8                                                        | 15,8 | 13,2 | 10,1  |
| UNIVERSITY OF ST THOMAS   | V     |             |     | II                            | 10                                                  | 9    | 10   | 9     | 6                                                     | 6    | 14   | 7     | 12,4                                                        | 12,2 | 10,3 | 8,7   |
| UNIV OF TEXAS AT AUSTIN   | V     |             |     | I                             | 5                                                   | 7    | 6    | 4     | 523                                                   | 337  | 465  | 65    | 22,4                                                        | 15,8 | 13,2 | 10,6  |
| U OF TEXAS AT ARLINGTON   | V     |             |     | II                            | 5                                                   | 5    | 6    | 8     | 78                                                    | 127  | 174  | 59    | 17,9                                                        | 14,5 | 11,8 | 9,0   |
| UNIV OF TEXAS AT EL PASO  | V     |             |     | II                            | 5                                                   | 5    | 6    | 6     | 83                                                    | 76   | 115  | 66    | 17,1                                                        | 14,3 | 11,7 | 9,6   |
| WEST TEXAS STATE UNIV     | V     |             |     | II                            | 6                                                   | 6    | 4    | 6     | 38                                                    | 65   | 101  | 69    | 16,5                                                        | 14,0 | 12,3 | 9,7   |
| WILEY COLLEGE             | V     |             |     | II                            | --                                                  | 9    | 9    | 8     | 3                                                     | 13   | 12   | 13    | --                                                          | 12,0 | 10,7 | 9,3   |
| UTAH                      |       |             |     |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| UNIVERSITY OF UTAH        | V     |             |     | I                             | 8                                                   | 8    | 7    | 4     | 239                                                   | 169  | 200  | 31    | 19,6                                                        | 15,2 | 13,0 | 10,6  |
| UTAH STATE UNIVERSITY     | V     |             |     | I                             | 10                                                  | 10   | 10   | 10    | 137                                                   | 141  | 141  | 51    | 17,2                                                        | 14,2 | 12,4 | 9,1   |
| WESTMINSTER COLLEGE       | V     |             |     | II                            | --                                                  | 10   | 10   | 10    | 2                                                     | 12   | 16   | 6     | --                                                          | 11,7 | 10,0 | 8,4   |
| VERMONT                   |       |             |     |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| CASTLETON STATE COLLEGE   | V     |             |     | II                            | 7                                                   | 6    | 7    | 7     | 9                                                     | 15   | 24   | 21    | 16,2                                                        | 13,7 | 11,3 | 9,4   |
| JOHNSON STATE COLLEGE     | V     |             |     | II                            | 7                                                   | 7    | 6    | 5     | 6                                                     | 14   | 21   | 7     | 16,1                                                        | 13,2 | 11,6 | 9,4   |
| LYNDON STATE COLLEGE      | V     |             |     | II                            | --                                                  | 7    | 6    | 1     | 4                                                     | 14   | 19   | 7     | --                                                          | 13,6 | 11,6 | 11,0  |
| MIDDLEBURY COLLEGE        | V     |             |     | II                            | 4                                                   | 3    | 4    | 3     | 29                                                    | 26   | 34   | 21    | 14,7                                                        | 15,3 | 12,3 | 10,5  |
| NORWICH UNIVERSITY        | V     |             |     | II                            | 9                                                   | 8    | 8    | 9     | 19                                                    | 27   | 31   | 6     | 14,8                                                        | 12,3 | 10,2 | 8,9   |
| SAINT MICHAEL'S COLLEGE   | V     |             |     | II                            | 5                                                   | 7    | 7    | 7     | 17                                                    | 21   | 29   | 15    | 17,2                                                        | 13,5 | 11,2 | 9,5   |
| UNIVERSITY OF VERMONT     | V     |             |     | I                             | 8                                                   | 7    | 7    | 8     | 90                                                    | 105  | 151  | 90    | 19,5                                                        | 15,7 | 12,9 | 9,8   |
| WINDHAM COLLEGE           | V     |             |     | II                            | 5                                                   | 3    | 3    | --    | 7                                                     | 21   | 26   | 5     | 17,5                                                        | 15,4 | 12,7 | --    |
| VIRGINIA                  |       |             |     |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| AVERETT COLLEGE           | V     |             |     | II                            | --                                                  | 10   | 10   | 10    | 4                                                     | 8    | 13   | 13    | --                                                          | 10,0 | 9,6  | 8,6   |
| BLUE RIDGE CMTY COLL      | V     |             |     | III                           | --                                                  | --   | 7    | 8     |                                                       | 1    | 18   | 20    | --                                                          | --   | 11,9 | 9,8   |
| CENTRAL VA COMM COLL      | V     |             |     | III                           | --                                                  | --   | 9    | 10    | 1                                                     | 5    | 15   | 31    | --                                                          | --   | 10,8 | 8,8   |
| COLL OF WILLIAM AND MARY  | V     |             |     | II                            | 5                                                   | 7    | 7    | 9     | 70                                                    | 90   | 119  | 30    | 17,1                                                        | 13,5 | 11,4 | 8,9   |
| CHRISTOPHER NEWPORT COLL  | V     |             |     | II                            | --                                                  | 9    | 9    | 9     | 3                                                     | 8    | 28   | 20    | --                                                          | 11,8 | 10,4 | 8,9   |
| DABNEY S LANCASTER CMTY C | V     |             |     | III                           | --                                                  | --   | 9    | 10    | 1                                                     | 1    | 8    | 13    | --                                                          | --   | 11,0 | 8,9   |
| EASTERN MENNONITE COLL    | V     |             |     | II                            | 10                                                  | 10   | 10   | 10    | 10                                                    | 10   | 15   | 26    | 9,8                                                         | 8,7  | 8,4  | 7,7   |
| EMORY & HENRY COLLEGE     | V     |             |     | II                            | 8                                                   | 9    | 10   | --    | 16                                                    | 6    | 23   | 4     | 15,1                                                        | 12,0 | 10,1 | --    |
| HAMPDEN-SYDNEY COLLEGE    | V     |             |     | II                            | 9                                                   | 7    | 7    | --    | 16                                                    | 7    | 23   | 1     | 15,5                                                        | 13,5 | 11,4 | --    |
| HAMPTON INSTITUTE         | V     |             |     | II                            | 5                                                   | 7    | 7    | 7     | 26                                                    | 27   | 49   | 61    | 12,6                                                        | 13,3 | 11,5 | 9,5   |
| HOLLINS COLLEGE           | V     |             |     | II                            | 3                                                   | 4    | 4    | 4     | 16                                                    | 23   | 28   | 11    | 18,8                                                        | 14,6 | 12,5 | 10,2  |
| JOHN TYLER CMTY COLLEGE   | V     |             |     | III                           | --                                                  | --   | 10   | 10    |                                                       | 3    | 20   | 42    | --                                                          | --   | 10,7 | 8,8   |
| LONGWOOD COLLEGE          | V     |             |     | II                            | 8                                                   | 8    | 9    | 9     | 22                                                    | 43   | 64   | 17    | 15,4                                                        | 12,6 | 10,7 | 9,0   |
| LYNCHBURG COLLEGE         | V     |             |     | II                            | 8                                                   | 9    | 9    | 10    | 24                                                    | 22   | 40   | 11    | 14,9                                                        | 12,2 | 10,8 | 8,7   |
| MADISON COLLEGE           | V     |             |     | II                            | 8                                                   | 8    | 8    | 7     | 50                                                    | 49   | 116  | 9     | 15,6                                                        | 12,7 | 10,9 | 9,4   |
| MARY BALDWIN COLLEGE      | V     |             |     | II                            | 7                                                   | 5    | 6    | 8     | 19                                                    | 12   | 18   | 7     | 16,1                                                        | 14,1 | 11,7 | 9,1   |
| MARYMOUNT COLL OF VA      | V     |             |     | III                           | --                                                  | --   | 8    | 10    | 3                                                     | 5    | 8    | 33    | --                                                          | --   | 11,1 | 9,0   |
| NORFOLK STATE COLLEGE     | V     |             |     | II                            | 6                                                   | 7    | 7    | 7     | 52                                                    | 62   | 67   | 67    | 16,5                                                        | 13,2 | 11,4 | 9,4   |
| NORTHERN VA CMTY COLL     | V     |             |     | III                           | 8                                                   | 8    | 9    | 10    | 7                                                     | 40   | 92   | 95    | 14,4                                                        | 13,3 | 11,0 | 8,7   |
| OLD DOMINION UNIVERSITY   | V     |             |     | II                            | 8                                                   | 8    | 8    | 10    | 85                                                    | 100  | 144  | 76    | 15,5                                                        | 13,0 | 11,0 | 8,3   |
| RADFORD COLLEGE           | V     |             |     | II                            | 8                                                   | 8    | 9    | 10    | 47                                                    | 52   | 93   | 53    | 14,9                                                        | 12,6 | 10,5 | 8,7   |
| RANDOLPH-MACON COLLEGE    | V     |             |     | II                            | 9                                                   | 9    | 9    | --    | 22                                                    | 9    | 20   | 5     | 13,2                                                        | 12,0 | 10,4 | --    |
| RANDOLPH-MACON WOM COLL   | V     |             |     | II                            | 5                                                   | 5    | 6    | 4     | 24                                                    | 15   | 25   | 9     | 17,7                                                        | 14,1 | 11,7 | 10,1  |
| ROANOKE COLLEGE           | V     |             |     | II                            | 6                                                   | 9    | 6    | 6     | 14                                                    | 16   | 33   | 6     | 16,6                                                        | 12,4 | 11,6 | 9,7   |
| STRATFORD COLLEGE         | V     |             |     | II                            | 9                                                   | 8    | 9    | 10    | 8                                                     | 8    | 12   | 8     | 14,0                                                        | 12,4 | 10,5 | 7,9   |
| SWEET BRIAR COLLEGE       | V     |             |     | II                            | 6                                                   | 6    | 7    | 7     | 24                                                    | 11   | 15   | 15    | 16,9                                                        | 13,9 | 11,4 | 9,4   |
| UNIVERSITY OF RICHMOND    | V     |             |     | II                            | 5                                                   | 5    | 4    | 5     | 38                                                    | 55   | 37   | 41    | 17,7                                                        | 14,1 | 12,3 | 10,0  |
| UNIVERSITY OF VIRGINIA    | V     |             |     | I                             | 2                                                   | 4    | 4    | --    | 176                                                   | 153  | 237  | 5     | 25,0                                                        | 17,0 | 13,6 | --    |
| U VA GEORGE MASON COLLEGE | V     |             |     | II                            | 5                                                   | 7    | 6    | 8     | 10                                                    | 19   | 60   | 25    | 17,1                                                        | 13,4 | 11,6 | 9,2   |
| U VA MARY WASHINGTON COLL | V     |             |     | II                            | 8                                                   | 8    | 9    | 7     | 38                                                    | 34   | 46   | 25    | 15,3                                                        | 12,7 | 10,7 | 9,4   |
| VA COMMONWEALTH UNIV      | V     |             |     | II                            | 3                                                   | 4    | 4    | 6     | 88                                                    | 107  | 295  | 177   | 19,7                                                        | 14,8 | 12,5 | 9,7   |
| VIRGINIA MILITARY INST    | V     |             |     | II                            | 7                                                   | 6    | 6    | 7     | 33                                                    | 10   | 37   | 15    | 16,4                                                        | 13,7 | 11,6 | 9,3   |
| VIRGINIA POLYTECHNIC INST | V     |             |     | I                             | 8                                                   | 8    | 6    | 9     | 235                                                   | 240  | 321  | 93    | 19,2                                                        | 15,3 | 13,2 | 9,5   |
| VA ST COLL-PETERSBURG     | V     |             |     | II                            | 8                                                   | 9    | 10   | 9     | 29                                                    | 62   | 70   | 38    | 15,7                                                        | 12,4 | 10,3 | 8,7   |
| VA WESTERN CMTY COLLEGE   | V     |             |     | III                           | --                                                  | 9    | 9    | 9     | 4                                                     | 13   | 40   | 48    | --                                                          | 12,4 | 11,0 | 9,3   |
| WASHINGTON AND LEE UNIV   | V     |             |     | II                            | 2                                                   | 3    | 4    | 4     | 59                                                    | 25   | 28   | 18    | 20,7                                                        | 15,5 | 12,4 | 10,2  |
| WASHINGTON                |       |             |     |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| CENTRAL WASH STATE COLL   | V     |             |     | II                            | 4                                                   | 5    | 5    | 7     | 63                                                    | 124  | 169  | 8     | 18,4                                                        | 14,4 | 12,2 | 9,4   |
| EASTERN WASH STATE COLL   | V     |             |     | II                            | 4                                                   | 4    | 5    | 6     | 63                                                    | 94   | 190  | 26    | 18,3                                                        | 14,7 | 12,2 | 9,8   |
| FT WRIGHT C HOLY NAMES    | V     |             |     | II                            | --                                                  | --   | --   | --    | 1                                                     | 1    | 2    | 5     | --                                                          | --   | --   | --    |
| GONZAGA UNIVERSITY        | V     |             |     | II                            | 7                                                   | 7    | 4    | 5     | 8                                                     | 19   | 43   | 21    | 16,0                                                        | 13,5 | 12,3 | 10,0  |
| PACIFIC LUTHERAN UNIV     | V     |             |     | II                            | 7                                                   | 5    | 7    | 8     | 23                                                    | 30   | 64   | 29    | 16,0                                                        | 14,2 | 11,3 | 9,0   |
| SEATTLE PACIFIC COLLEGE   | V     |             |     | II                            | 10                                                  | 10   | 10   | 10    | 32                                                    | 20   | 28   | 13    | 12,6                                                        | 10,7 | 9,3  | 5,6   |
| SEATTLE UNIVERSITY        | V     |             |     | II                            | 7                                                   | 7    | 8    | 8     | 22                                                    | 52   | 48   | 8     | 16,4                                                        | 13,5 | 11,0 | 9,2   |
| SHORELINE CMTY COLLEGE    | V     |             |     | III                           | 5                                                   | 5    | 6    | 5     | 11                                                    | 14   | 85   | 7     | 16,8                                                        | 15,2 | 12,6 | 10,8  |
| UNIVERSITY OF PUGET SOUND | V     |             |     | II                            | 5                                                   | 5    | 5    | 5     | 34                                                    | 41   | 52   | 13    | 17,3                                                        | 14,1 | 12,0 | 9,9   |
| UNIVERSITY OF WASHINGTON  | V     |             |     | I                             | 6                                                   | 8    | 10   | 8     | 559                                                   | 444  | 932  | 15    | 21,0                                                        | 15,1 | 12,3 | 9,8   |
| WASHINGTON STATE UNIV     | V     |             |     | I                             | 8                                                   | 9    | 9    | 5     | 178                                                   | 184  | 241  | 8     | 19,5                                                        | 14,7 | 12,4 | 10,2  |
| WESTERN WASH STATE COLL   | V     |             |     | II                            | 5                                                   | 5    | 6    | 7     | 115                                                   | 160  | 169  | 14    | 17,5                                                        | 14,5 | 11,8 | 9,3   |
| WHITMAN COLLEGE           | V     |             |     | II                            | 5                                                   | 6    | 8    | 6     | 24                                                    | 20   | 22   | 16    | 17,5                                                        | 13,7 | 11,2 | 9,7   |
| WHITWORTH COLLEGE         | V     |             |     | II                            | 8                                                   | 9    | 9    | --    | 19                                                    | 15   | 33   | 5     | 15,1                                                        | 12,4 | 10,4 | --    |
| WEST VIRGINIA             |       |             |     |                               |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| ALDERSON-BROADBUSH COLL   | V     |             |     | II                            | 10                                                  | 10   | 10   | 10    | 6                                                     | 9    | 28   | 11    | 12,5                                                        | 10,5 | 9,3  | 8,0   |
| BETHANY COLLEGE           | V     |             |     | II                            | 7                                                   | 5    | 5    | 3     | 10                                                    | 12   | 23   | 15    | 16,0                                                        | 14,1 | 12,1 | 10,3  |
| BLUEFIELD STATE COLLEGE   | V     |             |     | II                            | --                                                  | 8    | 9    | 6     | 5                                                     | 17   | 29   | 14    | --                                                          | 12,7 | 10,6 | 9,7   |
| CONCORD COLLEGE           | V     |             |     | II                            | 7                                                   | 9    | 9    | 9     | 16                                                    | 21   | 37   | 26    | 16,3                                                        | 12,4 | 10,4 | 8,9   |
| DAVIS & ELKINS COLLEGE    | V     |             |     | II                            | 8                                                   | 9    | 9    | 9     | 15                                                    | 17   | 19   | 11    | 15,2                                                        |      |      |       |



| (7)<br>FRINGE BENEFITS<br>AS PERCENT OF<br>AVERAGE SALARY |      |      |       | (8)<br>ACTUAL<br>PERCENTAGE INCREASE<br>IN SALARY |      |      |       | (9)<br>ANNOUNCED<br>MINIMUM SALARY<br>(NEAREST HUNDRED) |       |       |       | (10)<br>SALARY<br>DISTRIBUTION<br>(ALL RANKS COMBINED) |      |      | (11)<br>FULL-TIME<br>FACULTY<br>COMP./FULL TIME<br>STUDENT<br>EQUIVALENT |
|-----------------------------------------------------------|------|------|-------|---------------------------------------------------|------|------|-------|---------------------------------------------------------|-------|-------|-------|--------------------------------------------------------|------|------|--------------------------------------------------------------------------|
| PROF                                                      | ASSO | ASST | INSTR | PROF                                              | ASSO | ASST | INSTR | PROF                                                    | ASSO  | ASST  | INSTR | HQ                                                     | MDN  | LQ   |                                                                          |
| 8.9                                                       | 9.6  | 10.2 | 11.0  | 7.6                                               | 8.5  | 8.6  | 8.2   |                                                         |       |       |       | 13.5                                                   | 11.3 | 9.8  | 524                                                                      |
| 14.6                                                      | 15.1 | 13.8 | 11.1  |                                                   |      |      |       |                                                         |       |       |       | 12.7                                                   | 10.8 | 9.9  | 623                                                                      |
| ----                                                      | 12.8 | 11.3 | 11.6  | ----                                              | 5.8  | 5.0  | 4.2   | ----                                                    |       |       |       | 10.4                                                   | 9.3  | 8.7  | 526                                                                      |
| 9.1                                                       | 9.7  | 10.4 | 11.2  | 5.0                                               | 3.9  | 4.5  | 5.8   | 13.5                                                    | 11.1  | 8.9   | 7.8   | 12.6                                                   | 10.4 | 8.8  | 544                                                                      |
| 8.8                                                       | 9.6  | 10.4 | 11.3  | 4.4                                               | 4.8  | 5.2  | 4.6   |                                                         |       |       |       | 15.5                                                   | 13.0 | 10.5 | 516                                                                      |
| 4.1                                                       | 4.9  | 5.9  | 6.4   | 8.8                                               | 6.2  | 6.2  | 6.9   |                                                         |       |       |       | 11.4                                                   | 9.8  | 9.2  | 541                                                                      |
| 8.7                                                       | 9.2  | 9.8  | 10.8  | 7.3                                               | 8.0  | 8.7  | 9.1   |                                                         |       |       |       | 15.4                                                   | 13.0 | 10.7 | 853                                                                      |
| 18.2                                                      | 17.8 | 18.0 | 23.4  | 5.8                                               | 6.4  | 7.0  | 7.5   |                                                         |       |       |       | 13.3                                                   | 12.0 | 10.2 | 936                                                                      |
| 8.9                                                       | 9.7  | 10.5 | 11.7  | 4.9                                               | 6.1  | 6.8  | 7.4   |                                                         |       |       |       | 16.1                                                   | 13.6 | 11.2 | 617                                                                      |
| 9.0                                                       | 8.7  | 7.7  | 7.3   | 2.0                                               | 5.0  | 6.5  | 5.0   | 9.5                                                     | 8.5   | 8.0   | 7.0   | 18.5                                                   | 14.5 | 12.0 | 694                                                                      |
| 7.6                                                       | 8.6  | 9.1  | 10.0  | 6.1                                               | 6.5  | 17.2 | 13.1  | 13.0                                                    | 11.0  | 10.0  | 9.0   | 14.2                                                   | 11.4 | 9.8  | 502                                                                      |
| 8.8                                                       | 9.5  | 10.4 | 11.4  | 5.9                                               | 6.9  | 6.8  | 5.2   |                                                         |       |       |       | 14.1                                                   | 11.7 | 9.9  | 470                                                                      |
| 9.0                                                       | 9.6  | 10.1 | 11.1  | 3.9                                               | 4.9  | 5.4  | 5.0   |                                                         |       |       |       | 13.0                                                   | 11.5 | 9.5  | 547                                                                      |
| 9.1                                                       | 9.6  | 10.2 | 11.1  | 5.7                                               | 6.0  | 6.1  | 6.8   |                                                         |       |       |       | 11.4                                                   | 9.4  | 8.5  | 1,006                                                                    |
| ----                                                      | 9.4  | 9.9  | 10.3  | ----                                              | 2.4  |      | 8.4   | ----                                                    | 9.0   | 8.0   | 7.0   |                                                        |      |      |                                                                          |
| 9.4                                                       | 10.6 | 11.4 | 12.4  | 7.6                                               | 7.9  | 8.3  | 9.3   |                                                         |       |       |       | 16.4                                                   | 13.6 | 11.3 | 648                                                                      |
| 9.0                                                       | 9.8  | 10.6 | 12.0  |                                                   |      |      |       |                                                         |       |       |       | 14.5                                                   | 12.3 | 10.9 | 764                                                                      |
| ----                                                      | 7.8  | 7.1  | 7.0   | ----                                              | 10.2 | 9.9  | 13.7  | ----                                                    | 10.3  | 8.8*  | 7.5*  | 10.7                                                   | 9.5  | 8.5  | 470                                                                      |
| 19.7                                                      | 20.8 | 20.1 | 17.9  | 9.5                                               | 9.6  | 9.3  | 10.2  |                                                         |       |       |       | 11.3                                                   | 9.5  | 8.5  | 762                                                                      |
| 17.4                                                      | 20.6 | 20.4 | 20.0  |                                                   |      |      |       |                                                         |       |       |       | 11.4                                                   | 10.1 | 9.3  | 921                                                                      |
| ----                                                      | 20.9 | 21.5 | 22.0  | ----                                              | 9.3  | 9.3  | 8.5   | ----                                                    | 9.0   | 8.0   | 7.0   | 11.1                                                   | 10.4 | 9.3  | 747                                                                      |
| 12.5                                                      | 12.4 | 8.9  | 7.5   | 7.1                                               | 9.8  | 11.9 | 3.5   | 12.5                                                    | 11.0  | 9.5   | 8.0   | 14.5                                                   | 12.5 | 10.4 | 968                                                                      |
| 8.2                                                       | 8.3  | 8.2  | 7.2   | 5.1                                               | 5.7  | 7.1  | 7.5   |                                                         |       |       |       | 12.5                                                   | 11.5 | 10.0 | 1,033                                                                    |
| 10.1                                                      | 10.9 | 9.4  | 8.3   | 9.1                                               | 7.9  | 8.3  | 7.6   | 11.5                                                    | 10.0  | 9.0*  | 7.5   | 13.0                                                   | 11.0 | 9.7  | 820                                                                      |
| 12.5                                                      | 13.4 | 14.0 | 11.0  | 9.1                                               | 10.5 | 10.9 | 9.7   |                                                         |       |       |       | 14.7                                                   | 12.2 | 10.2 | 1,028                                                                    |
| 17.0                                                      | 17.4 | 18.2 | ----  | 9.8                                               | 8.2  | 5.3  | ----  |                                                         |       |       |       | 13.2                                                   | 12.1 | 10.2 | 1,241                                                                    |
| ----                                                      | 12.1 | 12.2 | 12.4  | ----                                              | 9.6  | 7.9  | 6.6   | ----                                                    |       |       |       | 9.2                                                    | 8.4  | 7.4  | 421                                                                      |
| ----                                                      | ---- | 13.8 | 14.5  | ----                                              | ---- | 8.1  | 11.0  | ----                                                    |       |       |       | 10.2                                                   | 9.7  | 8.5  | 424                                                                      |
| ----                                                      | ---- | 8.4  | 9.0   | ----                                              | ---- | 7.5  | 7.5   | ----                                                    |       |       |       | 9.9                                                    | 8.4  | 7.9  | 436                                                                      |
| 3.1                                                       | 3.9  | 4.6  | 5.5   | 8.6                                               | 8.1  | 8.2  | 9.4   | 9.0                                                     | 7.0   | 6.0   | 5.0   | 14.1                                                   | 12.1 | 10.4 | 879                                                                      |
| ----                                                      | 4.2  | 4.8  | 5.2   | ----                                              | 16.2 | 10.3 | 11.3  | ----                                                    | 10.5  | 9.9   | 8.0*  | 10.5                                                   | 9.8  | 8.3  | 612                                                                      |
| ----                                                      | ---- | 5.1  | 5.9   | ----                                              | ---- | 6.8  | 9.1   | ----                                                    |       |       |       | 10.1                                                   | 9.0  | 8.1  | 510                                                                      |
| 9.5                                                       | 11.4 | 12.3 | 9.7   | 10.8                                              | 9.7  | 11.4 | 11.1  | 7.4                                                     | 6.5   | 6.3   | 5.8   | 7.9                                                    | 7.2  | 7.0  | 574                                                                      |
| 15.9                                                      | 14.9 | 15.9 | ----  | 5.0                                               | 5.0  | 5.2  | ----  | 10.0                                                    | 8.5   | 7.0   | ----  | 12.9                                                   | 9.5  | 8.4  | 711                                                                      |
| 13.0                                                      | 10.7 | 9.6  | ----  | 5.6                                               | 6.7  | 6.7  | ----  |                                                         |       |       |       | 13.4                                                   | 11.7 | 10.6 | 904                                                                      |
| 8.2                                                       | 9.2  | 9.9  | 10.8  | 12.6                                              | 9.1  | 9.1  | 9.1   | 11.5                                                    | 10.0  | 8.0   | 6.5   | 12.3                                                   | 10.3 | 8.4  | 831                                                                      |
| 11.4                                                      | 10.3 | 11.7 | 12.5  | 6.9                                               | 12.8 | 7.3  | 6.8   |                                                         |       |       |       | 14.5                                                   | 12.0 | 10.5 | 1,020                                                                    |
| ----                                                      | ---- | 9.1  | 8.8   | ----                                              | ---- | 5.9  | 8.4   | ----                                                    |       |       |       | 9.6                                                    | 8.7  | 7.8  | 457                                                                      |
| 4.1                                                       | 5.1  | 5.0  | 7.0   | 8.4                                               | 9.0  | 8.5  | 10.4  | 12.0                                                    | 10.0  | 8.5   | 8.0   | 12.3                                                   | 10.9 | 9.6  | 790                                                                      |
| 12.0                                                      | 11.8 | 11.7 | 9.4   | 7.0                                               | 3.9  | 5.0  | 6.9   | 11.5                                                    | 9.8   | 8.5   | 7.2   | 12.0                                                   | 10.1 | 9.1  | 719                                                                      |
| 3.4                                                       | 4.2  | 4.9  | 5.5   | 5.7                                               | 6.7  | 4.5  | 4.2   | 13.2                                                    | 10.9  | 9.1   | 9.2   | 12.9                                                   | 10.9 | 10.3 | 736                                                                      |
| 11.6                                                      | 12.4 | 12.7 | 7.9   | 4.3                                               | 4.5  | 5.5  | 6.1   |                                                         |       |       |       | 14.5                                                   | 12.0 | 10.0 | 1,071                                                                    |
| ----                                                      | ---- | 9.3  | 6.1   | ----                                              | ---- | 7.0  | 6.6   | ----                                                    |       |       |       | 10.1                                                   | 8.7  | 8.2  | 737                                                                      |
| 3.2                                                       | 4.0  | 4.6  | 5.4   | 8.2                                               | 7.5  | 6.8  | 5.3   | 13.5                                                    | 10.7  | 8.8   | 7.4   | 13.5                                                   | 11.5 | 9.7  | 754                                                                      |
| 3.5                                                       | 3.6  | 4.5  | 5.3   | 7.9                                               | 17.8 | 22.5 | 15.0  | 12.3                                                    | 10.5  | 8.9   | 7.0   | 11.4                                                   | 9.8  | 8.4  | 362                                                                      |
| 3.3                                                       | 4.0  | 4.6  | 5.3   | 5.3                                               | 5.6  | 5.3  | 4.9   |                                                         |       |       |       | 13.3                                                   | 11.3 | 9.2  | 692                                                                      |
| 3.3                                                       | 3.9  | 4.6  | 5.3   | 8.5                                               | 10.1 | 8.6  | 9.6   | 12.3                                                    | 10.9  | 8.9   | 7.7*  | 12.6                                                   | 10.4 | 9.4  | 724                                                                      |
| 9.8                                                       | 9.2  | 9.0  | ----  | 5.2                                               | 5.4  | 4.3  | ----  |                                                         |       |       |       | 12.5                                                   | 10.7 | 9.5  | 831                                                                      |
| 17.9                                                      | 17.2 | 18.2 | 19.1  | 4.0                                               | 3.7  | 3.6  | 4.5   | 12.1                                                    | 11.1  | 8.6   | 7.3   | 13.5                                                   | 11.6 | 9.5  | 1,184                                                                    |
| 8.7                                                       | 10.0 | 9.6  | 9.1   | 6.8                                               | 6.8  | 6.6  | 5.9   |                                                         |       |       |       | 13.1                                                   | 10.9 | 9.5  | 756                                                                      |
| 9.9                                                       | 9.7  | 10.4 | 7.5   | 2.3                                               | 11.4 | 6.0  | 4.2   | 9.0                                                     | 8.1   | 6.8   | 6.0   | 11.9                                                   | 10.3 | 7.3  | 751                                                                      |
| 14.6                                                      | 17.8 | 15.2 | 13.7  | 6.6                                               | 6.2  | 7.0  | 5.9   | 12.2                                                    | 10.8  | 9.0   | 7.0   | 14.0                                                   | 11.6 | 9.3  | 1,217                                                                    |
| 12.6                                                      | 13.2 | 11.6 | 10.7  | 9.5                                               | 10.6 | 11.4 | 8.6   |                                                         |       |       |       | 14.0                                                   | 11.4 | 10.0 | 823                                                                      |
| 12.6                                                      | 13.3 | 12.8 | ----  | 8.6                                               | 7.3  | 8.2  | ----  | 15.0*                                                   | 12.0* | 10.5* | ----  | 14.3                                                   | 14.3 | 12.0 | 1,076                                                                    |
| 12.2                                                      | 11.1 | 10.1 | 8.4   | 3.1                                               | 5.7  | 6.5  | 4.5   | 12.0                                                    | 10.5  | 8.8   | 7.2   | 12.0                                                   | 10.4 | 9.7  | 605                                                                      |
| 6.4                                                       | 7.2  | 7.9  | 8.4   | 3.6                                               | 4.4  | 4.9  | 5.5   | 13.1                                                    | 11.1  | 9.3   | 8.1   | 11.5                                                   | 11.1 | 9.5  | 828                                                                      |
| 5.7                                                       | 6.6  | 7.0  | 7.9   | 9.3                                               | 10.7 | 10.7 | 10.7  |                                                         |       |       |       | 13.7                                                   | 11.5 | 9.4  | 774                                                                      |
| 8.0                                                       | 4.7  | 5.6  | 5.5   | 4.3                                               | 6.2  | 7.3  | 3.8   |                                                         |       |       |       | 14.3                                                   | 11.9 | 10.4 | 1,094                                                                    |
| 6.2                                                       | 6.9  | 7.5  | 8.9   | 6.3                                               | 6.4  | 7.2  | 6.0   |                                                         |       |       |       | 16.0                                                   | 13.6 | 11.5 | 1,103                                                                    |
| 3.4                                                       | 4.2  | 5.1  | 5.5   | 4.6                                               | 5.1  | 5.7  | 4.8   | 12.9                                                    | 10.2  | 8.4   | 7.4   | 12.2                                                   | 10.2 | 9.2  | 863                                                                      |
| ----                                                      | 8.1  | 8.7  | 9.2   | ----                                              | 7.8  | 10.3 | 10.5  | ----                                                    | 10.5  | 8.8   | 7.0   | 10.8                                                   | 9.3  | 8.4  | 226                                                                      |
| 14.7                                                      | 14.6 | 13.5 | 9.8   | 4.9                                               | 5.7  | 5.1  | 5.9   |                                                         |       |       |       | 17.3                                                   | 13.4 | 11.0 | 1,424                                                                    |
| 10.2                                                      | 11.0 | 11.7 | 12.5  | 5.5                                               | 6.4  | 6.5  | 11.2  | 14.0                                                    | 11.2  | 8.7   | 7.5   | 13.4                                                   | 11.7 | 11.5 | 729                                                                      |
| 10.3                                                      | 10.5 | 9.3  | 10.4  | 10.8                                              | 10.8 | 9.8  | 11.5  | 14.0                                                    | 11.5  | 9.0   | 7.5   | 14.0                                                   | 12.0 | 10.4 | 754                                                                      |
| ----                                                      | ---- | ---- | ----  | ----                                              | ---- | ---- | ----  | ----                                                    |       |       |       |                                                        |      |      |                                                                          |
| 8.9                                                       | 10.9 | 11.0 | 12.3  | 9.2                                               | 5.7  | 13.0 | 10.6  |                                                         |       |       |       | 12.5                                                   | 10.6 | 9.5  | 471                                                                      |
| 15.5                                                      | 15.3 | 12.4 | 9.2   | 11.0                                              | 7.0  | 8.1  | 8.2   | 12.0                                                    | 9.3   | 8.5   | 7.2   | 12.0                                                   | 10.2 | 7.5  | 572                                                                      |
| 10.5                                                      | 10.9 | 10.5 | 7.6   | 7.3                                               | 6.9  | 8.6  | 9.2   | 10.2                                                    | 8.7   | 7.7   | 7.0*  | 11.2                                                   | 9.5  | 8.1  | 524                                                                      |
| 9.5                                                       | 10.4 | 11.4 | 12.3  | 7.5                                               | 7.4  | 7.3  | 10.7  | 12.0                                                    | 10.0  | 8.0   | 7.0   | 13.2                                                   | 11.2 | 9.5  | 579                                                                      |
| 8.0                                                       | 12.2 | 9.6  | 9.4   | 6.6                                               | 7.6  | 9.1  | 10.5  |                                                         |       |       |       | 13.2                                                   | 11.8 | 10.8 | 415                                                                      |
| 15.7                                                      | 16.0 | 15.8 | 15.7  | 11.6                                              | 11.7 | 10.5 | 16.5  |                                                         |       |       |       | 14.7                                                   | 12.8 | 11.3 | 714                                                                      |
| 10.3                                                      | 11.0 | 11.4 | 11.9  |                                                   |      |      |       |                                                         |       |       |       | 17.2                                                   | 13.2 | 11.6 | 842                                                                      |
| 9.0                                                       | 9.0  | 9.2  | 9.2   | 3.8                                               | 5.0  | 5.4  | 4.9   |                                                         |       |       |       | 15.4                                                   | 13.0 | 11.0 | 617                                                                      |
| 9.8                                                       | 10.2 | 8.6  | 6.2   | 3.8                                               | 3.7  | 4.9  | 6.8   | 14.2                                                    | 11.5  | 9.2   | 7.9   | 14.2                                                   | 11.9 | 10.6 | 717                                                                      |
| 10.3                                                      | 10.3 | 7.8  | 5.7   | 8.3                                               | 10.3 | 12.1 | 8.4   |                                                         |       |       |       | 14.1                                                   | 11.5 | 9.7  | 949                                                                      |
| 10.9                                                      | 10.0 | 7.8  | ----  | 11.7                                              | 12.0 | 8.9  | ----  | 12.0                                                    | 10.5* | 8.0   | ----  | 12.7                                                   | 10.3 | 9.4  | 838                                                                      |
| 15.6                                                      | 16.6 | 17.3 | 17.4  | 11.0                                              | 7.1  | 7.0  | 11.9  |                                                         |       |       |       | 9.3                                                    | 8.4  | 7.7  | 537                                                                      |
| 16.4                                                      | 14.9 | 11.0 | 11.6  | ----                                              | 7.2  | 9.0  | 8.7   | ----                                                    |       |       |       | 12.0                                                   | 11.3 | 9.3  | 736                                                                      |
| ----                                                      | 11.0 | 11.0 | 10.9  | ----                                              |      |      |       | ----                                                    |       |       |       | 11.7                                                   | 9.7  | 9.7  | 657                                                                      |
| 8.0                                                       | 7.9  | 7.4  | 6.1   | 6.4                                               | 5.2  | 4.5  | 4.8   | 12.0                                                    | 10.0  | 8.4   | 7.2   | 11.5                                                   | 10.0 | 8.9  | 549                                                                      |
| 15.7                                                      | 16.4 | 16.4 | 14.8  | 3.4                                               | 6.0  | 6.5  | 8.7   | 10.3                                                    | 8.5   | 7.5   | 6.5   | 11.6                                                   | 9.8  | 8.9  | 522                                                                      |
| 7.0                                                       | 5.9  | 5.6  | 5.2   | 8.1                                               | 5.4  | 6.2  | 5.0   |                                                         |       |       |       | 11.2                                                   | 9.7  | 8.6  | 537                                                                      |
| 8.0                                                       | 7.8  | 7.3  | 6.1   | 4.8                                               | 4.6  | 4.5  | 5.9   |                                                         |       |       |       | 10.4                                                   | 9.2  | 8.1  | 516                                                                      |
| 7.3                                                       | 7.1  | 6.2  | 5.9   | 6.5                                               | 6.0  | 6.2  | 6.6   |                                                         |       |       |       | 13.1                                                   | 10.7 | 9.2  | 447                                                                      |
| 4.4                                                       | 5.1  | 5.7  | 6.2   | 6.2                                               | 10.0 | 9.2  | 6.7   |                                                         |       |       |       | 10.9                                                   | 9.6  | 8.7  | 374                                                                      |
| 8.1                                                       | 7.9  | 5.0  | 5.6   | 4.5                                               | 4.5  | 5.2  | 4.2   |                                                         |       |       |       | 10.9                                                   | 10.0 | 8.9  | 610                                                                      |
| 8.6                                                       | 9.3  | 9.4  | 7.9   | 3.5                                               | 4.6  | 6.3  | 7.1   |                                                         |       |       |       | 9.5                                                    | 8.6  | 8.0  | 507                                                                      |
| 7.7                                                       | 6.7  | 6.3  | 5.4   | 5.0                                               | 4.7  | 5.0  | 5.0   | 10.0                                                    | 9.0   | 7.5   | 6.5   | 10.6                                                   | 9.8  | 8.8  | 473                                                                      |
| 7.8                                                       | 6.8  | 6.3  | 5.4   | 5.0                                               | 6.5  | 6.6  | 5.6   | 12.0*                                                   | 9.2*  | 7.8   | 7.2   | 11.2                                                   | 9.5  | 8.7  | 519                                                                      |
| 8.3                                                       | 7.4  | 7.0  | 5.8   | 5.2                                               | 5.4  | 5.5  | 5.6   |                                                         |       |       |       | 12.0                                                   | 9.8  | 8.6  | 669                                                                      |
| 8.1                                                       | 8.1  | 7.9  | 6.2   | 3.2                                               | 3.4  | 4.4  | 4.3   |                                                         |       |       |       | 13.0                                                   | 10.8 | 9.5  | 620                                                                      |



| NAME OF INSTITUTION       | (1)   | (2)  | INST.<br>CATE-<br>GORY | (4)<br>RATING OF<br>AVERAGE COMPENSATION<br>BY RANK |      |      |       | (5)<br>NUMBER OF FULL-TIME<br>FACULTY MEMBERS BY RANK |      |      |       | (6)<br>AVERAGE COMPENSATION<br>BY RANK<br>(NEAREST HUNDRED) |      |      |       |
|---------------------------|-------|------|------------------------|-----------------------------------------------------|------|------|-------|-------------------------------------------------------|------|------|-------|-------------------------------------------------------------|------|------|-------|
|                           | NOTES | RET. |                        | PROP                                                | ASSO | ASST | INSTR | PROP                                                  | ASSO | ASST | INSTR | PROP                                                        | ASSO | ASST | INSTR |
|                           |       |      |                        |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| WEST VIRGINIA (CONTINUED) |       |      |                        |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| WEST VIRGINIA UNIVERSITY  | V     |      | I                      | 9                                                   | 8    | 7    | 10    | 173                                                   | 151  | 259  | 110   | 18,4                                                        | 15,2 | 12,8 | 9,2   |
| W VA U-PARKERSBURG CTR    | V     |      | III                    |                                                     |      | 10   | 10    |                                                       |      | 11   | 17    |                                                             |      | 10,0 | 9,0   |
| W VA WESLEYAN COLLEGE     | V     |      | II                     | 9                                                   | 9    | 8    | 6     | 21                                                    | 26   | 40   | 10    | 13,9                                                        | 12,2 | 10,9 | 9,7   |
| WHEELING COLLEGE          | V     |      | II                     | --                                                  | 8    | 9    | 8     | 4                                                     | 10   | 26   | 10    | ----                                                        | 12,8 | 10,6 | 9,0   |
| WISCONSIN                 |       |      |                        |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| ALVERNO COLLEGE           | V     |      | II                     | 10                                                  | 10   | 10   | 9     | 9                                                     | 15   | 19   | 27    | 13,0                                                        | 11,3 | 9,9  | 8,9   |
| BELLOIT COLLEGE           | V     |      | II                     | 3                                                   | 5    | 6    | 3     | 32                                                    | 34   | 51   | 10    | 19,3                                                        | 14,1 | 11,8 | 10,4  |
| CARROLL COLLEGE           |       |      | II                     | 3                                                   | 7    | 5    | 3     | 19                                                    | 12   | 50   | 7     | 19,0                                                        | 13,4 | 11,9 | 10,3  |
| CARTHAGE COLLEGE          | V     |      | II                     | 7                                                   | 8    | 7    | 6     | 22                                                    | 18   | 28   | 16    | 16,0                                                        | 13,0 | 11,2 | 9,7   |
| EDGEWOOD COLLEGE          | V     |      | II                     |                                                     | 10   | --   | --    |                                                       | 7    | 4    | 5     |                                                             | 10,4 | ---- | ----  |
| LAKELAND COLLEGE          | V     |      | II                     | --                                                  | --   | 5    | 8     | 3                                                     | 3    | 12   | 12    | ----                                                        | ---- | 11,9 | 9,2   |
| LAWRENCE UNIVERSITY       | V     |      | II                     | 3                                                   | 3    | 2    | 1     | 29                                                    | 35   | 39   | 19    | 19,6                                                        | 15,7 | 13,1 | 11,0  |
| MARQUETTE UNIVERSITY      | V     |      | I                      | 8                                                   | 7    | 7    | 5     | 79                                                    | 81   | 128  | 44    | 19,3                                                        | 15,5 | 12,9 | 10,2  |
| MOUNT SENARIO COLLEGE     | V     |      | II                     |                                                     | --   | --   | --    |                                                       | 3    | 4    | 5     |                                                             | ---- | ---- | ----  |
| NORTHLAND COLLEGE         | V     |      | II                     | --                                                  | 9    | 9    | 9     | 3                                                     | 10   | 19   | 9     | ----                                                        | 11,9 | 10,4 | 9,0   |
| RIPON COLLEGE             | V     |      | II                     | 2                                                   | 6    | 8    | 6     | 23                                                    | 20   | 18   | 15    | 20,2                                                        | 13,7 | 11,0 | 9,8   |
| ST NORBERT COLLEGE        | V     |      | II                     | 7                                                   | 5    | 4    | 2     | 10                                                    | 28   | 33   | 10    | 16,4                                                        | 14,2 | 12,4 | 10,7  |
| STOUT STATE UNIVERSITY    | V     |      | II                     | 7                                                   | 7    | 6    | 5     | 53                                                    | 57   | 69   | 86    | 16,3                                                        | 13,5 | 11,8 | 9,9   |
| STOUT ST UNIV BARRON CO C | V     |      | III                    | --                                                  | --   | 7    | 4     | 1                                                     | 2    | 12   | 15    | ----                                                        | ---- | 11,8 | 12,1  |
| U OF WISCONSIN-ENTIRE     | V     |      | I                      | 6                                                   | 7    | 7    | 4     | 815                                                   | 557  | 967  | 299   | 21,2                                                        | 15,8 | 13,0 | 10,8  |
| VITERBO COLLEGE           | V     |      | II                     |                                                     | --   | 9    | 6     |                                                       | 5    | 9    | 9     |                                                             | ---- | 10,3 | 9,5   |
| WIS ST UNIV-EAU CLAIRE    | V     |      | II                     | 5                                                   | 4    | 4    | 4     | 64                                                    | 73   | 130  | 124   | 17,3                                                        | 14,6 | 12,3 | 10,2  |
| WIS ST UNIV-LA CROSSE     | V     |      | II                     | 6                                                   | 5    | 5    | 3     | 62                                                    | 58   | 95   | 97    | 16,8                                                        | 14,3 | 12,1 | 10,4  |
| WIS ST UNIV-OSHKOSH       | V     |      | II                     | 5                                                   | 5    | 3    | 3     | 64                                                    | 112  | 167  | 142   | 17,3                                                        | 14,6 | 12,8 | 10,5  |
| WIS ST UNIV PLATTEVILLE   | V     |      | II                     | 6                                                   | 5    | 4    | 3     | 49                                                    | 57   | 102  | 54    | 16,6                                                        | 14,3 | 12,4 | 10,4  |
| WIS ST UNIV-RICHLAND CTR  | V     |      | III                    |                                                     | --   | 8    | 8     |                                                       | 3    | 10   | 11    |                                                             | ---- | 11,5 | 9,6   |
| WIS ST UNIV-RIVER FALLS   | V     |      | II                     | 5                                                   | 5    | 5    | 3     | 44                                                    | 51   | 70   | 55    | 17,4                                                        | 14,4 | 12,2 | 10,4  |
| WIS ST UNIV-STEVENS POINT | V     |      | II                     | 5                                                   | 6    | 6    | 6     | 62                                                    | 97   | 130  | 113   | 16,9                                                        | 13,6 | 11,7 | 9,7   |
| WIS ST UNIV-SUPERIOR      | V     |      | II                     | 4                                                   | 4    | 5    | 4     | 36                                                    | 28   | 65   | 49    | 14,2                                                        | 14,4 | 12,2 | 10,2  |
| WIS ST UNIV-WHITEWATER    | V     |      | II                     | 6                                                   | 5    | 4    | 2     | 87                                                    | 97   | 137  | 133   | 16,8                                                        | 14,5 | 12,4 | 10,9  |
| WYOMING                   |       |      |                        |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| UNIVERSITY OF WYOMING     | V     |      | I                      | 10                                                  | 10   | 9    | 6     | 146                                                   | 129  | 181  | 85    | 17,8                                                        | 14,5 | 12,4 | 10,2  |
| PUERTO RICO               |       |      |                        |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| CATHOLIC U OF PUERTO RICO |       |      | II                     | 7                                                   | 10   | 10   | 10    | 6                                                     | 15   | 42   | 49    | 16,3                                                        | 11,4 | 10,1 | 8,4   |
| INTER AMER U PUERTO RICO  | V     |      | II                     | 7                                                   | 9    | 10   | 10    | 22                                                    | 64   | 88   | 51    | 16,2                                                        | 11,8 | 9,4  | 7,5   |
| GUAM                      |       |      |                        |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| UNIVERSITY OF GUAM        | V     |      | II                     | 9                                                   | 6    | 6    | 6     | 14                                                    | 26   | 64   | 31    | 14,4                                                        | 13,7 | 11,7 | 9,7   |
| LEBANON                   |       |      |                        |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| AMERICAN UNIV OF BEIRUT   | V     |      | II                     | 5                                                   | 7    | 8    | 10    | 45                                                    | 67   | 81   | 24    | 17,3                                                        | 13,2 | 11,2 | 8,4   |
| VIRGIN ISLANDS            |       |      |                        |                                                     |      |      |       |                                                       |      |      |       |                                                             |      |      |       |
| CCLL OF VIRGIN ISLANDS    | V     |      | II                     | --                                                  | 2    | 1    | 1     | 3                                                     | 13   | 33   | 6     | ----                                                        | 16,4 | 14,5 | 12,1  |

| (7)<br>FRINGE BENEFITS<br>AS PERCENT OF<br>AVERAGE SALARY |      |       |       | (8)<br>ACTUAL<br>PERCENTAGE INCREASE<br>IN SALARY |      |       |       | (9)<br>ANNOUNCED<br>MINIMUM SALARY<br>(NEAREST HUNDRED) |       |       |       | (10)<br>SALARY<br>DISTRIBUTION<br>(ALL RANKS COMBINED) |      |      | (11)<br>FULL-TIME<br>FACULTY<br>COMP./FULL TIME<br>STUDENT<br>EQUIVALENT |
|-----------------------------------------------------------|------|-------|-------|---------------------------------------------------|------|-------|-------|---------------------------------------------------------|-------|-------|-------|--------------------------------------------------------|------|------|--------------------------------------------------------------------------|
| PROF                                                      | ASSO | ASST  | INSTR | PROF                                              | ASSO | ASST  | INSTR | PROF                                                    | ASSO  | ASST  | INSTR | HQ                                                     | YON  | LQ   |                                                                          |
| 9.0                                                       | 9.5  | 10.2  | 11.2  |                                                   |      |       |       |                                                         |       |       |       | 15.1                                                   | 12.7 | 10.1 | 670                                                                      |
|                                                           |      | 8.1   | 7.3   |                                                   |      | 8.0   | 6.0   |                                                         |       |       |       | 8.8                                                    | 8.2  | 7.8  | 231                                                                      |
| 12.1                                                      | 13.1 | 13.8  | 14.4  | 6.8                                               | 7.5  | 7.5   | 6.3   |                                                         |       |       |       | 11.6                                                   | 10.1 | 9.0  | 659                                                                      |
| ----                                                      | 9.3  | 8.4   | 7.6   | ----                                              | 7.6  | 7.8   | 7.6   | ----                                                    | 10.0  | 8.0   | 7.0   | 11.2                                                   | 9.8  | 9.0  | 754                                                                      |
|                                                           |      |       |       |                                                   |      |       |       |                                                         |       |       |       |                                                        |      |      |                                                                          |
| 1.3                                                       | 1.2  | 2.6   | 4.3   |                                                   |      |       |       | 12.3                                                    | 10.0* | 8.0   | 7.3   | 10.8                                                   | 9.3  | 8.6  | 1,045                                                                    |
| 16.9                                                      | 14.2 | 10.7  | 7.6   | 5.7                                               | 6.9  | 7.5   | 5.4   | 14.0                                                    | 11.0  | 9.5   | 8.0   | 14.0                                                   | 11.8 | 10.5 | 1,042                                                                    |
| 17.2                                                      | 15.2 | 14.3  | 12.8  | 5.3                                               | 6.5  | 6.7   | 5.4   |                                                         |       |       |       | 12.5                                                   | 10.8 | 10.0 | 975                                                                      |
| 12.9                                                      | 14.4 | 15.5  | 16.6  | 6.2                                               | 11.1 | 10.7  | 16.3  | 12.0                                                    | 10.0  | 9.0*  | 7.5*  | 12.6                                                   | 13.5 | 9.2  | 847                                                                      |
|                                                           | 9.2  | ----- | ----- |                                                   | 8.0  | ----- | ----- |                                                         |       |       |       |                                                        |      |      | 109                                                                      |
|                                                           |      |       |       |                                                   |      |       |       |                                                         |       |       |       | 11.7                                                   | 10.0 | 8.5  | 579                                                                      |
| 14.5                                                      | 14.4 | 14.5  | 9.5   | 7.6                                               | 7.9  | 7.8   | 7.4   |                                                         |       |       |       | 15.0                                                   | 12.6 | 11.0 | 1,167                                                                    |
| 10.0                                                      | 11.2 | 12.5  | 14.3  | 6.8                                               | 6.3  | 7.1   | 6.1   |                                                         |       |       |       | 15.4                                                   | 12.7 | 10.8 |                                                                          |
|                                                           |      |       |       |                                                   |      |       |       |                                                         |       |       |       | 10.3                                                   | 9.3  | 8.1  | 610                                                                      |
|                                                           |      |       |       |                                                   |      |       |       |                                                         |       |       |       | 10.5                                                   | 9.6  | 8.9  | 716                                                                      |
|                                                           | 9.3  | 9.9   | 8.6   |                                                   | 9.4  | 8.8   | 8.2   |                                                         |       |       |       | 16.4                                                   | 11.4 | 9.7  | 1,074                                                                    |
| 10.0                                                      | 10.6 | 8.7   | 7.9   | 6.0                                               | 7.4  | 8.2   | 7.4   |                                                         |       |       |       | 13.0                                                   | 11.4 | 10.5 | 661                                                                      |
| 14.6                                                      | 14.3 | 13.9  | 11.3  | 9.0                                               | 10.4 | 7.0   | 11.3  |                                                         |       |       |       | 12.7                                                   | 10.5 | 9.2  | 527                                                                      |
| 10.3                                                      | 11.0 | 11.8  | 11.3  | 6.5                                               | 6.0  | 4.7   | 5.8   |                                                         |       |       |       | 10.5                                                   | 10.2 | 9.6  | 842                                                                      |
|                                                           |      | 13.9  | 74.3  |                                                   |      | 7.2   | 6.8   |                                                         |       |       |       | 16.4                                                   | 13.0 | 11.1 | 726                                                                      |
| 2.7                                                       | 10.6 | 11.2  | 12.0  | 5.0                                               | 6.7  | 6.3   | 5.4   | 15.8*                                                   | 12.5* | 10.1* | 8.0*  | 10.0                                                   | 9.2  | 8.3  | 571                                                                      |
|                                                           |      | 7.5   | 9.2   |                                                   | 9.0  | 9.0   | 8.4   |                                                         |       |       |       | 13.3                                                   | 11.1 | 9.7  | 644                                                                      |
| 9.8                                                       | 10.3 | 10.7  | 11.4  | 6.6                                               | 7.4  | 7.9   | 6.6   |                                                         |       |       |       | 13.9                                                   | 11.4 | 10.0 | 556                                                                      |
| 10.2                                                      | 10.6 | 11.5  | 12.0  | 7.6                                               | 7.3  | 5.2   | 5.9   |                                                         |       |       |       | 13.3                                                   | 11.8 | 10.3 | 619                                                                      |
| 10.0                                                      | 10.6 | 11.1  | 11.5  | 9.3                                               | 7.0  | 6.5   | 5.8   |                                                         |       |       |       | 13.4                                                   | 11.0 | 10.0 | 770                                                                      |
| 10.7                                                      | 11.2 | 11.9  | 12.8  | 6.7                                               | 6.6  | 6.0   | 5.7   |                                                         |       |       |       | 10.5                                                   | 9.9  | 9.4  | 741                                                                      |
|                                                           |      | 13.4  | 14.8  |                                                   |      | 5.3   | 5.1   |                                                         |       |       |       | 13.5                                                   | 11.5 | 10.0 | 761                                                                      |
| 11.2                                                      | 11.7 | 12.1  | 13.0  | 6.1                                               | 6.1  | 8.1   | 6.9   | 12.8*                                                   | 10.8  | 8.9*  | 7.4   | 12.7                                                   | 10.8 | 9.5  | 608                                                                      |
| 7.5                                                       | 8.3  | 8.9   | 9.6   | 5.9                                               | 6.3  | 6.5   | 5.9   |                                                         |       |       |       | 13.7                                                   | 11.5 | 9.5  | 861                                                                      |
| 9.4                                                       | 10.3 | 11.5  | 12.6  | 6.7                                               | 6.7  | 6.1   | 5.8   |                                                         |       |       |       | 13.5                                                   | 11.6 | 10.1 | 520                                                                      |
| 10.3                                                      | 10.8 | 11.4  | 12.1  | 6.6                                               | 7.2  | 6.2   | 5.3   |                                                         |       |       |       |                                                        |      |      |                                                                          |
|                                                           |      |       |       |                                                   |      |       |       |                                                         |       |       |       |                                                        |      |      |                                                                          |
| 5.9                                                       | 7.2  | 8.6   | 10.2  | 6.2                                               | 8.4  | 8.7   | 8.4   |                                                         |       |       |       | 15.0                                                   | 12.6 | 10.8 | 775                                                                      |
|                                                           |      |       |       |                                                   |      |       |       |                                                         |       |       |       |                                                        |      |      |                                                                          |
| 5.7                                                       | 8.4  | 9.1   | 9.8   | 19.9                                              | 8.9  | 12.0  | 18.3  |                                                         |       |       |       | 10.3                                                   | 8.5  | 7.4  | 217                                                                      |
| 20.7                                                      | 22.8 | 25.8  | 25.7  | 9.0                                               | 13.9 | 15.9  | 17.9  | 10.7                                                    | 7.8   | 6.1   | 4.3   | 10.0                                                   | 8.5  | 7.3  | 242                                                                      |
|                                                           |      |       |       |                                                   |      |       |       |                                                         |       |       |       |                                                        |      |      |                                                                          |
| 5.3                                                       | 5.9  | 5.2   | 3.0   | 14.5                                              | 15.9 | 25.4  | 30.4  |                                                         |       |       |       | 12.9                                                   | 11.5 | 9.9  | 860                                                                      |
|                                                           |      |       |       |                                                   |      |       |       |                                                         |       |       |       |                                                        |      |      |                                                                          |
| 29.8                                                      | 27.4 | 27.2  | 30.1  | 5.1                                               | 4.3  | 4.6   | 4.2   |                                                         |       |       |       | 11.4                                                   | 9.6  | 8.3  | 925                                                                      |
|                                                           |      |       |       |                                                   |      |       |       |                                                         |       |       |       |                                                        |      |      |                                                                          |
| ----                                                      | 29.9 | 35.1  | 43.0  | ----                                              | 20.9 | 26.6  | 24.6  | ----                                                    | 11.3  | 9.8   | 7.9   | 11.8                                                   | 11.3 | 10.0 | 1,066                                                                    |

## APPENDIX II

## DATA FOR PRECLINICAL DEPARTMENTS OF MEDICAL SCHOOLS

Data in Columns in this table have the same definitions as the comparable Columns of Appendix I, except no data are given under Columns 3 and 4.

| NAME OF INSTITUTION | (1)<br>NOTES | (2)<br>RET. | (3) | (4) | (5)<br>NUMBER OF FULL-TIME<br>FACULTY MEMBERS BY RANK |      |      |       | (6)<br>AVERAGE COMPENSATION<br>BY RANK<br>(NEAREST HUNDRED) |      |      |       |
|---------------------|--------------|-------------|-----|-----|-------------------------------------------------------|------|------|-------|-------------------------------------------------------------|------|------|-------|
|                     |              |             |     |     | PROF                                                  | ASSO | ASST | INSTR | PROF                                                        | ASSO | ASST | INSTR |
|                     |              |             |     |     |                                                       |      |      |       |                                                             |      |      |       |
| EMORY UNIVERSITY    |              |             |     | --  | 13                                                    | 11   | 16   | 4     | 23,7                                                        | 17,2 | 13,9 | ----  |
| GEORGETOWN UNIV     |              |             |     |     | 10                                                    | 8    | 13   | 10    | 26,6                                                        | 17,6 | 16,1 | 12,4  |
| HARVARD UNIVERSITY  | PNA          |             |     |     | 15                                                    | 19   | 18   | 6     | 30,0                                                        | 19,7 | 14,5 | 10,2  |
| JOHNS HOPKINS UNIV  |              |             |     |     | 22                                                    | 21   | 21   | 19    | 20,0                                                        | 16,5 | 13,9 | 11,1  |
| MED COLL OF GEORGIA |              |             |     |     | 21                                                    | 22   | 30   | 6     | 27,4                                                        | 19,1 | 16,9 | 12,8  |
| TUFTS UNIVERSITY    |              |             |     | --  | 14                                                    | 14   | 15   | 2     | 22,7                                                        | 16,3 | 14,6 | ----  |
| TULANE UNIVERSITY   |              |             |     |     | 30                                                    | 15   | 22   | 6     | 24,0                                                        | 18,4 | 16,8 | 13,1  |
| UNIV OF ALABAMA     |              |             |     |     | 141                                                   | 75   | 127  | 23    | 24,6                                                        | 16,8 | 13,1 | 9,6   |
| UNIV OF CALIFORNIA  |              |             |     |     | 29                                                    | 26   | 33   | 9     | 18,1                                                        | 16,4 | 14,7 | 12,1  |
| UNIV OF FLORIDA     |              |             |     |     |                                                       |      |      |       |                                                             |      |      |       |
| UNIV OF ILLINOIS    | PNA          |             |     | --  | 26                                                    | 20   | 12   | 1     | 22,2                                                        | 17,2 | 13,5 | ----  |
| UNIV OF IOWA        |              |             |     |     | 36                                                    | 31   | 18   | 7     | 25,3                                                        | 19,9 | 15,3 | 13,1  |
| UNIV OF MICHIGAN    |              |             |     |     | 37                                                    | 25   | 31   | 12    | 21,8                                                        | 19,5 | 14,4 | 9,2   |
| UNIV OF N. CAROLINA |              |             |     |     | 11                                                    | 5    | 8    |       | 19,2                                                        | ---- | 12,7 |       |
| UNIV OF N. DAKOTA   |              |             | --  |     | 13                                                    | 9    | 25   | 5     | 26,6                                                        | 17,6 | 14,6 | ----  |
| UNIV OF PITTSBURGH  |              |             | --  | --  | 8                                                     | 5    | 15   | 1     | 18,6                                                        | ---- | 12,9 | ----  |
| UNIV OF S. DAKOTA   |              |             | --  | --  | 84                                                    | 81   | 110  | 65    | 22,4                                                        | 17,7 | 14,7 | 10,1  |
| UNIV OF TENN        |              |             |     | --  | 16                                                    | 21   | 27   | 1     | 23,6                                                        | 18,4 | 15,2 | ----  |
| UNIV OF VERMONT     |              |             |     | --  | 13                                                    | 11   | 12   | 2     | 25,8                                                        | 18,0 | 14,4 | ----  |
| UNIV OF VIRGINIA    |              |             |     |     | 17                                                    | 9    |      |       | 22,3                                                        | 17,2 | 13,6 | ----  |
| UNIV OF WISCONSIN   |              |             |     | --  | 14                                                    | 6    | 19   | 3     | 21,2                                                        | 16,9 | 13,6 | ----  |
| WAYNE ST. UNIV      |              |             |     |     |                                                       |      |      |       |                                                             |      |      |       |



| (7)<br>FRINGE BENEFITS<br>AS PERCENT OF<br>AVERAGE SALARY |      |      |       | (8)<br>ACTUAL<br>PERCENTAGE INCREASE<br>IN SALARY |      |      |       | (9)<br>ANNOUNCED<br>MINIMUM SALARY<br>(NEAREST HUNDRED) |       |       |       | (10)<br>SALARY<br>DISTRIBUTION<br>(ALL RANKS COMBINED) |      |      | (11)<br>FULL-TIME<br>FACULTY<br>COMP./FULL TIME<br>STUDENT<br>EQUIVALENT |
|-----------------------------------------------------------|------|------|-------|---------------------------------------------------|------|------|-------|---------------------------------------------------------|-------|-------|-------|--------------------------------------------------------|------|------|--------------------------------------------------------------------------|
| PROF                                                      | ASSO | ASST | INSTR | PROF                                              | ASSO | ASST | INSTR | PROF                                                    | ASSO  | ASST  | INSTR | HQ                                                     | HDB  | LQ   |                                                                          |
| 10.8                                                      | 11.7 | 12.4 | ----  | 9.0                                               | 17.5 | 20.7 | ----  | ----                                                    |       |       |       | 18.5                                                   | 14.5 | 12.0 | 1,573                                                                    |
| 7.6                                                       | 8.3  | 7.5  | 8.8   | 9.2                                               | 10.7 | 7.0  | 11.0  |                                                         |       |       |       | 20.5                                                   | 16.4 | 11.5 | 1,900                                                                    |
| 18.6                                                      | 17.6 | 8.9  | 9.4   | 5.5                                               | 9.2  | 8.3  | 6.9   |                                                         |       |       |       | 21.3                                                   | 15.5 | 13.1 | 3,564                                                                    |
| 2.9                                                       | 3.5  | 4.2  | 5.3   |                                                   |      |      |       |                                                         |       |       |       | 21.3                                                   | 17.3 | 15.3 |                                                                          |
| 15.7                                                      | 16.0 | 11.8 | 10.8  | 9.1                                               | 5.5  | 8.2  | 2.9   |                                                         |       |       |       | 21.1                                                   | 16.8 | 13.1 | 3,486                                                                    |
| 14.9                                                      | 16.0 | 16.5 | ----  | 5.3                                               | 6.5  | 9.0  | ----  | ----                                                    |       |       |       | 15.9                                                   | 11.4 | 11.1 |                                                                          |
| 4.0                                                       | 4.4  | 5.0  | 6.3   | 3.6                                               | 10.9 | 9.1  | 9.5   | 16.1*                                                   | 13.1* | 10.2  | 8.8*  | 22.5                                                   | 17.5 | 15.1 | 2,194                                                                    |
| 11.9                                                      | 12.2 | 12.4 | 12.8  |                                                   |      |      |       |                                                         |       |       |       | 19.8                                                   | 14.4 | 11.3 | 4,791                                                                    |
| 2.7                                                       | 2.9  | 3.3  | 4.0   |                                                   |      |      |       |                                                         |       |       |       | 17.6                                                   | 16.2 | 12.9 |                                                                          |
| 13.8                                                      | 14.3 | 14.8 | ----  |                                                   |      |      | ----  | ----                                                    |       |       |       | 19.0                                                   | 15.5 | 12.5 |                                                                          |
| 14.9                                                      | 15.8 | 16.9 | 18.0  | 7.2                                               | 13.2 | 6.7  | 10.5  |                                                         |       |       |       | 20.6                                                   | 17.4 | 13.8 | 3,998                                                                    |
| 2.0                                                       | 2.5  | 3.4  | 4.7   | 5.0                                               | ---- | 8.6  | ----  | ----                                                    |       |       |       | 22.3                                                   | 17.4 | 13.9 | 1,258                                                                    |
| 7.7                                                       | ---- | 8.3  | ----  | 8.0                                               | 8.9  | 6.7  | ----  | ----                                                    |       |       |       | 16.5                                                   | 14.8 | 12.3 | 2,655                                                                    |
| 11.3                                                      | 11.9 | 13.7 | ----  | 8.4                                               | ---- | 6.8  | ----  | ----                                                    |       |       |       | 18.0                                                   | 13.0 | 12.0 | 1,563                                                                    |
| 6.1                                                       | ---- | 7.9  | ----  | 6.7                                               | 9.3  | 8.1  | 10.2  |                                                         |       |       |       | 17.2                                                   | 12.3 | 10.6 | 3,289                                                                    |
| 8.0                                                       | 8.5  | 9.1  | 10.1  | 9.8                                               | 7.5  | 10.5 | ----  | ----                                                    |       |       |       | 19.9                                                   | 18.7 | 10.9 | 4,514                                                                    |
| 12.2                                                      | 13.2 | 13.2 | ----  | 6.3                                               | 8.5  | 8.6  | ----  | 15.0                                                    | 12.0* | 10.5* | ----  | 18.0                                                   | 15.1 | 13.1 | 2,030                                                                    |
| 12.6                                                      | 13.4 | 13.0 | ----  | 4.2                                               | 4.3  | 8.0  | ----  | 15.8                                                    | 12.5* | 10.1* | ----  | 20.0                                                   | 16.5 | 13.0 | 1,519                                                                    |
| 9.6                                                       | 10.3 | 11.0 | ----  | 6.5                                               | 9.6  | 7.6  | ----  | 12.9                                                    | 10.5  | 8.1   | ----  | 20.5                                                   | 17.3 | 12.1 |                                                                          |
| 13.5                                                      | 15.7 | 11.9 | ----  |                                                   |      |      |       |                                                         |       |       |       | 17.5                                                   | 11.9 | 11.4 |                                                                          |

## APPENDIX III

## DATA FOR INSTITUTIONS NOT HAVING ACADEMIC RANK

Data in Columns in this table have the same definitions as the comparable columns of Appendix I.

| NAME OF INSTITUTION       | (1)<br>NOTES | (2)<br>RET. | (3) | (4) | (5)<br>NUMBER OF FULL-TIME<br>FACULTY MEMBERS | (6)<br>AVERAGE COMPENSATION<br>FULL-TIME FACULTY<br>(NEAREST HUNDRED) |
|---------------------------|--------------|-------------|-----|-----|-----------------------------------------------|-----------------------------------------------------------------------|
| <b>ALABAMA</b>            |              |             |     |     |                                               |                                                                       |
| GADSDEN ST JUNIOR COLL    |              |             |     |     | 95                                            | 9,5                                                                   |
| JEFFERSON STATE JR COLL   |              |             |     |     | 171                                           | 9,7                                                                   |
| SNEAD STATE JR COLLEGE    |              | V           |     |     | 27                                            | 10,0                                                                  |
| <b>ARIZONA</b>            |              |             |     |     |                                               |                                                                       |
| ARIZONA WESTERN COLLEGE   |              | V           |     |     | 75                                            | 12,1                                                                  |
| COCHISE COLLEGE           |              | V           |     |     | 65                                            | 11,3                                                                  |
| GLENDALE CMTY COLLEGE     |              | V           |     |     | 135                                           | 14,1                                                                  |
| MARICOPA TECHNICAL COLL   |              | V           |     |     | 45                                            | 11,6                                                                  |
| MESA CMTY COLLEGE         |              | V           |     |     | 128                                           | 13,7                                                                  |
| PHOENIX COLLEGE           |              | V           |     |     | 172                                           | 15,1                                                                  |
| SCOTTSDALE CMTY COLLEGE   |              | V           |     |     | 19                                            | 13,0                                                                  |
| <b>CALIFORNIA</b>         |              |             |     |     |                                               |                                                                       |
| ANTELOPE VAL JT JR COLL   |              | V           |     |     | 63                                            | 13,5                                                                  |
| CALIF INST OF THE ARTS    |              | V           |     |     | 134                                           | 15,5                                                                  |
| CERRITOS JR COLL DIST     |              | V           |     |     | 205                                           | 15,1                                                                  |
| COLLEGE OF MARIN          |              | V           |     |     | 133                                           | 14,8                                                                  |
| COLLEGE OF THE REDWOODS   |              | V           |     |     | 71                                            | 13,5                                                                  |
| COLUMBIA JUNIOR COLLEGE   |              | V           |     |     | 18                                            | 14,2                                                                  |
| CONTRA COSTA COLLEGE      |              | V           |     |     | 124                                           | 14,6                                                                  |
| DIABLO VALLEY COLLEGE     |              | V           |     |     | 251                                           | 14,0                                                                  |
| EAST LOS ANGELES COLLEGE  |              | V           |     |     | 181                                           | 14,8                                                                  |
| EL CAMINO COLLEGE         |              | V           |     |     | 317                                           | 15,8                                                                  |
| GOLDEN WEST COLLEGE       |              | V           |     |     | 134                                           | 14,7                                                                  |
| GROSSMONT CMTY COLLEGE    |              | V           |     |     | 180                                           | 15,0                                                                  |
| LASSEN CMTY COLL DISTRICT |              | V           |     |     | 22                                            | 14,6                                                                  |
| LONG BEACH CITY COLL      |              | V           |     |     | 268                                           | 15,2                                                                  |
| LOS ANGELES CITY COLLEGE  |              | V           |     |     | 294                                           | 16,4                                                                  |
| LOS ANGELES HARBOR COLL   |              | V           |     |     | 167                                           | 14,4                                                                  |
| LOS ANGELES PIERCE COLL   |              | V           |     |     | 281                                           | 15,4                                                                  |
| LOS ANGELES SOUTHWEST C   |              | V           |     |     | 67                                            | 14,0                                                                  |
| LOS ANGELES TRADE-TECH C  |              | V           |     |     | 248                                           | 15,4                                                                  |
| LOS ANGELES VALLEY COLL   |              | V           |     |     | 273                                           | 15,3                                                                  |
| LOS RIOS JUNIOR COLL DIST |              | V           |     |     | 559                                           | 15,3                                                                  |
| MODESTO JUNIOR COLLEGE    |              | V           |     |     | 186                                           | 15,3                                                                  |
| MONTEREY PENINSULA COLL   |              | V           |     |     | 92                                            | 16,1                                                                  |
| PACIFIC OAKS COLLEGE      |              | V           |     |     | 8                                             | 9,2                                                                   |
| PALOMAR COLLEGE           |              | V           |     |     | 98                                            | 15,0                                                                  |
| PASADENA CITY COLLEGE     |              | V           |     |     | 285                                           | 16,1                                                                  |
| SAN DIEGO CITY COLLEGE    |              | V           |     |     | 145                                           | 14,9                                                                  |
| SAN DIEGO MESA COLLEGE    |              | V           |     |     | 220                                           | 15,6                                                                  |
| SAN FRANCISCO ART INST    |              |             |     |     | 13                                            | 9,8                                                                   |
| S FRANCISCO CONSV MUSIC   |              |             |     |     | 6                                             | 8,7                                                                   |
| SAN JOAQUIN DELTA JR COLL |              | V           |     |     | 181                                           | 15,7                                                                  |
| SANTA ANA COLLEGE         |              | V           |     |     | 132                                           | 13,8                                                                  |
| SHASTA COLLEGE            |              | V           |     |     | 106                                           | 13,7                                                                  |
| VENTURA COLLEGE           |              | V           |     |     | 155                                           | 15,1                                                                  |
| VICTOR VALLEY COLLEGE     |              | V           |     |     | 39                                            | 13,7                                                                  |
| WEST LOS ANGELES COLL     |              | V           |     |     | 67                                            | 13,8                                                                  |
| YUBA COLLEGE              |              | V           |     |     | 74                                            | 14,9                                                                  |
| <b>COLORADO</b>           |              |             |     |     |                                               |                                                                       |
| ARAPAHOE CMTY COLLEGE     |              | V           |     |     | 55                                            | 11,8                                                                  |
| MESA COLLEGE              |              | V           |     |     | 104                                           | 11,3                                                                  |
| OTERO JUNIOR COLLEGE      |              | V           |     |     | 48                                            | 10,6                                                                  |
| <b>FLORIDA</b>            |              |             |     |     |                                               |                                                                       |
| BROWARD CMTY COLLEGE      |              |             |     |     | 212                                           | 12,1                                                                  |
| CENTRAL FLORIDA JR COLL   |              |             |     |     | 60                                            | 8,8                                                                   |
| CHIPOLA JUNIOR COLLEGE    |              |             |     |     | 88                                            | 9,5                                                                   |
| MANATEE JUNIOR COLLEGE    |              |             |     |     | 64                                            | 12,3                                                                  |
| OKALOOSA-WALTON JR. COLL  |              |             |     |     | 63                                            | 9,3                                                                   |
| ST JOHNS RIVER JR COLLEGE |              |             |     |     | 41                                            | 9,4                                                                   |
| ST PETERSBURG JUNIOR COLL |              |             |     |     | 317                                           | 12,0                                                                  |
| TALLAHASSEE CMTY COLL     |              | V           |     |     | 56                                            | 11,1                                                                  |
| <b>HAWAII</b>             |              |             |     |     |                                               |                                                                       |
| HAWAII CMTY COLLEGE       |              | V           |     |     | 34                                            | 15,6                                                                  |
| HONOLULU CMTY COLLEGE     |              | V           |     |     | 77                                            | 14,8                                                                  |
| KAPIOLANI CMTY COLLEGE    |              | V           |     |     | 67                                            | 15,2                                                                  |
| KAUAI CMTY COLLEGE        |              | V           |     |     | 21                                            | 14,4                                                                  |
| LEEWARD CMTY COLLEGE      |              | V           |     |     | 105                                           | 13,2                                                                  |
| MAUI CMTY COLLEGE         |              |             |     |     | 45                                            | 14,8                                                                  |
| <b>ILLINOIS</b>           |              |             |     |     |                                               |                                                                       |
| BELLEVILLE AREA COLLEGE   |              | V           |     |     | 98                                            | 13,8                                                                  |
| BLACKBURN COLLEGE         |              | V           |     |     | 35                                            | 12,2                                                                  |
| CENTRAL YMCA CMTY COLL    |              |             |     |     | 71                                            | 10,2                                                                  |
| COLLEGE OF DU PAGE        |              | V           |     |     | 195                                           | 15,3                                                                  |
| DANVILLE JUNIOR COLLEGE   |              | V           |     |     | 75                                            | 11,8                                                                  |
| ILL VALLEY COMM COLL      |              |             |     |     | 87                                            | 13,2                                                                  |
| NATIONAL COLL OF EDUC     |              | V           |     |     | 40                                            | 12,3                                                                  |
| PRAIRIE STATE COLL        |              | V           |     |     | 86                                            | 15,1                                                                  |
| BEND LAKE COLLEGE         |              | V           |     |     | 47                                            | 12,9                                                                  |
| ROCK VALLEY COLLEGE       |              | V           |     |     | 100                                           | 13,2                                                                  |
| SHINER COLLEGE            |              | V           |     |     | 21                                            | 11,4                                                                  |
| THORNTON COMM COLL        |              | V           |     |     | 130                                           | 15,4                                                                  |
| TRITON COLLEGE            |              | V           |     |     | 177                                           | 12,5                                                                  |
| <b>IOWA</b>               |              |             |     |     |                                               |                                                                       |
| OTTUMWA HEIGHTS COLL      |              |             |     |     | 8                                             | 8,3                                                                   |
| <b>KANSAS</b>             |              |             |     |     |                                               |                                                                       |
| COFFEYVILLE CMTY JR COLL  |              |             |     |     | 32                                            | 10,0                                                                  |
| DONNELLY COLLEGE          |              |             |     |     | 12                                            | 8,4                                                                   |
| HUTCHINSON CMTY JR COLL   |              |             |     |     | 92                                            | 10,4                                                                  |
| PRATT CMTY JR COLLEGE     |              |             |     |     | 28                                            | 9,9                                                                   |
| <b>MAINE</b>              |              |             |     |     |                                               |                                                                       |
| BICKER COLLEGE            |              | V           |     |     | 44                                            | 9,9                                                                   |
| WESTERBROOK COLLEGE       |              | V           |     |     | 37                                            | 10,4                                                                  |

| (7)<br>FRINGE BENEFITS<br>AS PERCENT OF<br>AVERAGE SALARY | (8)<br>ACTUAL<br>PERCENTAGE INCREASE<br>IN SALARY | (9)<br>ANNOUNCED<br>MINIMUM SALARY<br>(NEAREST HUNDRED) | (10)<br>SALARY<br>DISTRIBUTION |      |      | (11)<br>FULL-TIME<br>FACULTY<br>COMP./FULL TIME<br>STUDENT<br>EQUIVALENT |
|-----------------------------------------------------------|---------------------------------------------------|---------------------------------------------------------|--------------------------------|------|------|--------------------------------------------------------------------------|
|                                                           |                                                   |                                                         | HQ                             | MDN  | LO   |                                                                          |
| 5.0                                                       | 12.2                                              | 7.8                                                     | 9.4                            | 9.1  | 8.6  | 546                                                                      |
| 4.9                                                       |                                                   |                                                         | 9.9                            | 9.3  | 8.6  |                                                                          |
| 9.3                                                       |                                                   |                                                         | 10.2                           | 9.7  | 8.2  |                                                                          |
| 10.5                                                      | 11.1                                              | 7.5                                                     | 12.3                           | 11.0 | 9.2  | 546                                                                      |
| 12.8                                                      |                                                   | 7.0*                                                    | 12.0                           | 10.2 | 8.7  | 560                                                                      |
| 9.5                                                       |                                                   | 7.7                                                     | 14.0                           | 13.0 | 11.8 | 550                                                                      |
| 10.9                                                      |                                                   | 7.7*                                                    | 12.0                           | 10.0 | 8.5  | 620                                                                      |
| 10.0                                                      |                                                   | 7.7                                                     | 14.0                           | 12.6 | 11.0 | 470                                                                      |
| 9.5                                                       | 10.6                                              | 7.7                                                     | 14.9                           | 14.4 | 13.1 | 609                                                                      |
| 11.3                                                      |                                                   |                                                         | 12.4                           | 11.8 | 10.4 | 857                                                                      |
| 4.5                                                       | 3.6                                               | 7.8                                                     | 14.6                           | 13.2 | 11.3 | 371                                                                      |
| 10.3                                                      |                                                   | 7.9                                                     | 16.6                           | 11.4 | 8.5  | 2,975                                                                    |
| 6.0                                                       |                                                   | 7.9                                                     | 16.0                           | 14.5 | 13.0 | 365                                                                      |
| 6.3                                                       | 4.5                                               | 7.5                                                     | 15.5                           | 14.0 | 12.6 | 345                                                                      |
| 5.2                                                       |                                                   |                                                         | 14.9                           | 12.8 | 11.2 | 305                                                                      |
| 7.8                                                       | 7.0                                               | 8.3                                                     | 14.5                           | 13.5 | 12.0 | 297                                                                      |
| 3.9                                                       |                                                   |                                                         | 17.2                           | 16.7 | 14.8 | 378                                                                      |
| 4.0                                                       |                                                   |                                                         | 16.9                           | 15.3 | 13.5 | 394                                                                      |
| 7.3                                                       |                                                   |                                                         | 15.7                           | 14.4 | 12.2 | 323                                                                      |
| 6.0                                                       |                                                   |                                                         | 16.7                           | 15.4 | 13.4 | 436                                                                      |
| 7.3                                                       | 10.7                                              | 8.3                                                     | 15.5                           | 14.2 | 11.8 | 597                                                                      |
| 6.7                                                       |                                                   | 8.3                                                     | 15.7                           | 14.8 | 12.6 | 401                                                                      |
| 4.9                                                       |                                                   | 6.7                                                     | 14.9                           | 14.7 | 12.7 | 493                                                                      |
| 6.4                                                       | 11.3                                              | 9.0*                                                    | 15.9                           | 14.7 | 12.7 | 285                                                                      |
| 6.9                                                       |                                                   |                                                         | 16.7                           | 15.7 | 13.5 | 353                                                                      |
| 7.4                                                       | 7.6                                               |                                                         | 15.7                           | 14.8 | 12.2 | 369                                                                      |
| 7.1                                                       |                                                   |                                                         | 16.2                           | 15.3 | 13.1 | 387                                                                      |
| 7.5                                                       |                                                   |                                                         | 14.8                           | 13.1 | 11.3 | 446                                                                      |
| 7.2                                                       |                                                   |                                                         | 15.7                           | 15.3 | 14.0 | 334                                                                      |
| 7.2                                                       |                                                   |                                                         | 16.2                           | 15.3 | 12.7 | 353                                                                      |
| 6.6                                                       | 7.6                                               | 9.0                                                     | 16.2                           | 14.4 | 12.7 | 518                                                                      |
| 7.3                                                       |                                                   | 8.3                                                     | 15.5                           | 14.5 | 12.5 | 373                                                                      |
| 6.4                                                       |                                                   | 8.3                                                     | 16.5                           | 15.5 | 13.8 | ---                                                                      |
| 9.5                                                       | 6.7                                               | 8.2                                                     | 15.7                           | 14.4 | 12.8 | 372                                                                      |
| 7.3                                                       |                                                   | 7.6                                                     | 17.1                           | 14.8 | 13.3 | 534                                                                      |
| 8.0                                                       |                                                   |                                                         | 16.5                           | 14.3 | 12.6 | 601                                                                      |
| 6.2                                                       | 2.9                                               |                                                         | 16.5                           | 15.7 | 12.3 | 527                                                                      |
| 5.8                                                       |                                                   |                                                         | 10.3                           | 9.3  | 8.7  | 193                                                                      |
| 5.7                                                       |                                                   | 7.7                                                     | 6.5                            | ---  | ---  | ---                                                                      |
| 6.4                                                       |                                                   |                                                         | 16.3                           | 14.8 | 11.3 | ---                                                                      |
| 7.5                                                       |                                                   | 8.3                                                     | 14.5                           | 13.3 | 11.7 | 320                                                                      |
| 5.4                                                       | 9.8                                               | 8.0                                                     | 15.5                           | 12.6 | 11.3 | 506                                                                      |
| 5.3                                                       |                                                   | 8.4                                                     | 15.8                           | 14.7 | 12.7 | 710                                                                      |
| 5.6                                                       |                                                   | 7.9                                                     | 14.4                           | 13.0 | 11.5 | ---                                                                      |
| 4.7                                                       | 10.3                                              |                                                         | 14.8                           | 12.7 | 11.3 | 304                                                                      |
| 7.6                                                       |                                                   |                                                         | 15.6                           | 14.5 | 12.6 | ---                                                                      |
| 4.8                                                       | 9.1                                               | 7.3                                                     | 10.6                           | 9.6  | 9.2  | 234                                                                      |
| 12.0                                                      |                                                   |                                                         | 11.4                           | 10.5 | 9.2  | 496                                                                      |
| 9.7                                                       |                                                   | 7.0                                                     | 12.4                           | 9.8  | 7.8  | 783                                                                      |
| 9.1                                                       | 15.1                                              | 8.1                                                     | 14.5                           | 12.4 | 11.0 | 517                                                                      |
| 5.7                                                       |                                                   | 6.7                                                     | 9.6                            | 8.7  | 8.0  | 429                                                                      |
| 4.9                                                       |                                                   |                                                         | 10.5                           | 9.6  | 9.7  | ---                                                                      |
| 1.2                                                       | 11.7                                              | 8.1                                                     | 13.1                           | 12.4 | 11.1 | 341                                                                      |
| 3.1                                                       |                                                   | 7.4                                                     | 10.0                           | 9.2  | 8.3  | 448                                                                      |
| 1.1                                                       |                                                   |                                                         | 9.8                            | 9.0  | 8.2  | 184                                                                      |
| 5.0                                                       | 5.4                                               | 7.3                                                     | 12.7                           | 12.4 | 11.3 | 476                                                                      |
| .2                                                        |                                                   |                                                         | 12.3                           | 11.5 | 10.5 | 424                                                                      |
| .4                                                        |                                                   |                                                         |                                |      |      | ---                                                                      |
| 16.9                                                      | 15.5                                              | 7.6                                                     | 14.8                           | 14.0 | 12.1 | 1,050                                                                    |
| 17.1                                                      |                                                   | 7.6                                                     | 14.4                           | 12.9 | 10.2 | 685                                                                      |
| 17.0                                                      |                                                   | 7.6                                                     | 14.8                           | 13.7 | 10.8 | 549                                                                      |
| 17.3                                                      |                                                   | 7.6                                                     | 14.8                           | 12.1 | 10.8 | 658                                                                      |
| 17.8                                                      |                                                   | 7.6                                                     | 12.6                           | 11.2 | 10.0 | 331                                                                      |
| 17.2                                                      | 14.9                                              | 7.6                                                     | 14.2                           | 13.7 | 10.4 | 753                                                                      |
| 14.3                                                      |                                                   | 7.7                                                     | 12.2                           | 10.9 | 9.7  | 725                                                                      |
| 10.8                                                      |                                                   | 7.6                                                     | 10.3                           | 9.3  | 8.4  | ---                                                                      |
| 6.3                                                       | 12.1                                              | 8.4                                                     | 15.5                           | 14.2 | 12.3 | 513                                                                      |
| 9.7                                                       |                                                   | 7.9                                                     | 12.3                           | 10.2 | 9.4  | 482                                                                      |
| 10.8                                                      |                                                   | 8.3*                                                    | 14.7                           | 12.5 | 11.1 | 596                                                                      |
| 2.4                                                       | 10.8                                              |                                                         | 12.5                           | 11.0 | 9.5  | 678                                                                      |
| 10.7                                                      |                                                   | 6.5                                                     | 15.9                           | 13.8 | 10.9 | ---                                                                      |
| 12.0                                                      |                                                   | 8.1*                                                    | 13.0                           | 10.7 | 9.4  | 633                                                                      |
| 14.1                                                      | 17.4                                              | 7.1                                                     | 13.5                           | 12.5 | 10.4 | 517                                                                      |
| 9.2                                                       |                                                   |                                                         | 11.5                           | 9.9  | 9.5  | 831                                                                      |
| 13.3                                                      |                                                   | 8.5                                                     | 15.2                           | 13.8 | 11.9 | 850                                                                      |
| 13.5                                                      | 8.9                                               |                                                         | 13.2                           | 11.9 | 10.2 | 347                                                                      |
| 5.0                                                       |                                                   |                                                         |                                |      |      | ---                                                                      |
| 5.1                                                       | 18.5                                              | 7.0                                                     | ---                            | ---  | ---  | ---                                                                      |
| 13.4                                                      |                                                   | 6.9                                                     | 9.8                            | 9.0  | 8.2  | 489                                                                      |
| 6.2                                                       |                                                   | 8.5                                                     | 8.0                            | 7.9  | 7.5  | ---                                                                      |
| 4.7                                                       | 8.5                                               | 6.6                                                     | 12.4                           | 10.8 | 9.1  | 432                                                                      |
| 8.0                                                       |                                                   | 6.8                                                     | 10.0                           | 9.1  | 8.6  | 595                                                                      |
| 6.9                                                       | 6.8                                               | 6.4                                                     | 10.0                           | 9.0  | 8.0  | 722                                                                      |
| 12.8                                                      |                                                   | 7.5                                                     | 10.7                           | 9.2  | 8.0  | 825                                                                      |



| NAME OF INSTITUTION       | (1)<br>NOTES | (2)<br>RET. | (3) | (4) | (5)<br>NUMBER OF FULL-TIME<br>FACULTY MEMBERS | (6)<br>AVERAGE COMPENSATION<br>FULL-TIME FACULTY<br>(NEAREST HUNDRED) |
|---------------------------|--------------|-------------|-----|-----|-----------------------------------------------|-----------------------------------------------------------------------|
| <u>MARYLAND</u>           |              |             |     |     |                                               |                                                                       |
| MARYLAND INSTITUTE        |              | V           |     |     | 46                                            | 11,5                                                                  |
| MONTGOMERY COLLEGE        |              |             |     |     | 260                                           | 14,7                                                                  |
| ST JOHN'S COLLEGE         |              | V           |     |     | 39                                            | 13,8                                                                  |
| <u>MASSACHUSETTS</u>      |              |             |     |     |                                               |                                                                       |
| BRADFORD JUNIOR COLLEGE   |              | V           |     |     | 13                                            | 11,3                                                                  |
| DEAN ACAD AND JR COLL     |              |             |     |     | 55                                            | 10,3                                                                  |
| NEW ENGLAND CONSERV MUSIC |              |             |     |     | 63                                            | 10,3                                                                  |
| <u>MICHIGAN</u>           |              |             |     |     |                                               |                                                                       |
| GENESEE CNTY COLLEGE      |              |             |     |     | 202                                           | 14,3                                                                  |
| GRAND RAPIDS JUNIOR COLL  |              |             |     |     | 171                                           | 13,9                                                                  |
| HENRY FORD CNTY COLLEGE   |              |             |     |     | 163                                           | 15,1                                                                  |
| LAKE MICHIGAN COLLEGE     |              |             |     |     | 58                                            | 13,3                                                                  |
| MONTCALM CNTY COLLEGE     |              |             |     |     | 25                                            | 11,6                                                                  |
| MUSKEGON CNTY COLLEGE     |              | V           |     |     | 108                                           | 13,7                                                                  |
| ST CLAIR COUNTY CNTY COLL |              | V           |     |     | 81                                            | 14,7                                                                  |
| SCHOOLCRAFT COLLEGE       |              |             |     |     | 139                                           | 14,6                                                                  |
| SIENA HEIGHTS COLLEGE     |              |             |     |     | 6                                             | 8,5                                                                   |
| <u>MINNESOTA</u>          |              |             |     |     |                                               |                                                                       |
| ANCKA RAMSEY ST JR COLL   |              |             |     |     | 99                                            | 12,8                                                                  |
| AUSTIN STATE JR COLLEGE   |              |             |     |     | 14                                            | 14,4                                                                  |
| BRAINERD ST JR COLL       |              |             |     |     | 25                                            | 13,7                                                                  |
| FERGUS FALLS ST JR COLL   |              |             |     |     | 27                                            | 12,8                                                                  |
| HIBBING ST JR COLL        |              |             |     |     | 34                                            | 13,9                                                                  |
| INVER HILLS ST JR COLL    |              |             |     |     | 16                                            | 11,6                                                                  |
| ITASCA ST JR COLL         |              |             |     |     | 27                                            | 13,2                                                                  |
| LAKEWOOD ST JR COLL       |              |             |     |     | 53                                            | 12,5                                                                  |
| MESABI ST JR COLL         |              |             |     |     | 33                                            | 14,5                                                                  |
| METROPOLITAN ST JR COLL   |              |             |     |     | 47                                            | 12,2                                                                  |
| NORMANDALE ST JR COLL     |              |             |     |     | 91                                            | 12,1                                                                  |
| NORTH HENNEPIN ST JR COLL |              |             |     |     | 55                                            | 12,7                                                                  |
| NORTHLAND ST JR COLL      |              |             |     |     | 17                                            | 12,3                                                                  |
| RAINY RIVER ST JR COLL    |              |             |     |     | 18                                            | 11,9                                                                  |
| ROCHESTER ST JR COLL      |              |             |     |     | 92                                            | 13,6                                                                  |
| VERMILION ST JR COLL      |              |             |     |     | 15                                            | 13,3                                                                  |
| WILLMAR ST JR COLL        |              |             |     |     | 28                                            | 13,5                                                                  |
| WORTHINGTON ST JR COLL    |              |             |     |     | 33                                            | 13,5                                                                  |
| <u>MISSISSIPPI</u>        |              |             |     |     |                                               |                                                                       |
| NW MISSISSIPPI JR COLL    |              |             |     |     | 87                                            | 8,1                                                                   |
| WOOD JUNIOR COLLEGE       |              | V           |     |     | 8                                             | 5,5                                                                   |
| <u>MISSOURI</u>           |              |             |     |     |                                               |                                                                       |
| COLUMBIA COLLEGE          |              | V           |     |     | 31                                            | 9,9                                                                   |
| JEFFERSON COLLEGE         |              |             |     |     | 52                                            | 9,4                                                                   |
| METRO JR COLL DISTRICT    |              |             |     |     | 150                                           | 12,0                                                                  |
| MINERAL AREA COLLEGE      |              |             |     |     | 46                                            | 9,5                                                                   |
| ST MARYS COLL OF O'FALLON |              |             |     |     | 10                                            | 9,2                                                                   |
| STEPHENS COLLEGE          |              | V           |     |     | 138                                           | 11,5                                                                  |
| <u>MONTANA</u>            |              |             |     |     |                                               |                                                                       |
| DAWSON COLLEGE            |              | V           |     |     | 19                                            | 10,3                                                                  |
| FLATHEAD VALLEY CNTY COLL |              | V           |     |     | 28                                            | 11,7                                                                  |
| MILES COMMUNITY COLLEGE   |              | V           |     |     | 22                                            | 10,6                                                                  |
| <u>NEW HAMPSHIRE</u>      |              |             |     |     |                                               |                                                                       |
| COLBY JUNIOR COLLEGE      |              | V           |     |     | 52                                            | 11,2                                                                  |
| <u>NEW JERSEY</u>         |              |             |     |     |                                               |                                                                       |
| EDWARD WILLIAMS COLLEGE   |              | V           |     |     | 16                                            | 12,2                                                                  |
| <u>NEW MEXICO</u>         |              |             |     |     |                                               |                                                                       |
| ST JOHN'S COLLEGE         |              | V           |     |     | 32                                            | 12,4                                                                  |
| <u>NEW YORK</u>           |              |             |     |     |                                               |                                                                       |
| SARAH LAWRENCE COLLEGE    |              | V           |     |     | 94                                            | 16,2                                                                  |
| <u>NORTH CAROLINA</u>     |              |             |     |     |                                               |                                                                       |
| CHOWAN COLLEGE            |              | V           |     |     | 72                                            | 9,8                                                                   |
| DAVIDSON CO CNTY COLL     |              |             |     |     | 51                                            | 3,4                                                                   |
| LEES-MCRAE COLLEGE        |              | V           |     |     | 37                                            | 9,0                                                                   |
| LENOIR CNTY COLLEGE       |              |             |     |     | 61                                            | 10,5                                                                  |
| MONTREAT-ANDERSON COLLEGE |              | V           |     |     | 30                                            | 9,1                                                                   |
| SANDHILLS CNTY COLLEGE    |              |             |     |     | 68                                            | 9,3                                                                   |
| SURRY COMMUNITY COLLEGE   |              |             |     |     | 31                                            | 8,6                                                                   |
| WESTERN PIEDMONT CNTY C   |              |             |     |     | 47                                            | 8,9                                                                   |
| <u>NORTH DAKOTA</u>       |              |             |     |     |                                               |                                                                       |
| BISMARCK JUNIOR COLL      |              | V           |     |     | 48                                            | 11,3                                                                  |
| N DAK ST SCH OF SCIENCE   |              | V           |     |     | 146                                           | 9,6                                                                   |
| <u>OKLAHOMA</u>           |              |             |     |     |                                               |                                                                       |
| OKLA COLL OF LIBERAL ARTS |              |             |     |     | 57                                            | 10,3                                                                  |
| OKLA MILITARY ACADEMY     |              | V           |     |     | 25                                            | 9,8                                                                   |
| <u>OREGON</u>             |              |             |     |     |                                               |                                                                       |
| LANE CNTY COLLEGE         |              |             |     |     | 200                                           | 12,9                                                                  |
| MT HOOD COMM COLL         |              | V           |     |     | 113                                           | 11,6                                                                  |
| UMPQUA CNTY COLLEGE       |              | V           |     |     | 34                                            | 11,0                                                                  |
| <u>PENNSYLVANIA</u>       |              |             |     |     |                                               |                                                                       |
| KEYSTONE JUNIOR COLLEGE   |              | V           |     |     | 41                                            | 11,2                                                                  |
| OUR LADY OF ANGELS COLL   |              |             |     |     | 2                                             | ---                                                                   |
| <u>SOUTH CAROLINA</u>     |              |             |     |     |                                               |                                                                       |
| MIDLANDS TECH EDUC CTR    |              |             |     |     | 59                                            | 10,6                                                                  |
| <u>SOUTH DAKOTA</u>       |              |             |     |     |                                               |                                                                       |
| PRESENTATION COLLEGE      |              |             |     |     | 5                                             | ---                                                                   |

| (7)<br>FRINGE BENEFITS<br>AS PERCENT OF<br>AVERAGE SALARY | (8)<br>ACTUAL<br>PERCENTAGE INCREASE<br>IN SALARY | (9)<br>ANNOUNCED<br>MINIMUM SALARY<br>(NEAREST HUNDRED) | (10)<br>SALARY<br>DISTRIBUTION |      |      | (11)<br>FULL-TIME<br>FACULTY<br>COMP./FULL TIME<br>STUDENT<br>EQUIVALENT |
|-----------------------------------------------------------|---------------------------------------------------|---------------------------------------------------------|--------------------------------|------|------|--------------------------------------------------------------------------|
|                                                           |                                                   |                                                         | HQ                             | MDN  | LQ   |                                                                          |
| 10.0                                                      | 7.5                                               | 8,5                                                     | 16,8                           | 14,5 | 11,5 | 586                                                                      |
| 4.7                                                       |                                                   | 8,6*                                                    | 13,8                           | 11,5 | 9,7  | 1,635                                                                    |
| 13.8                                                      | 9.6                                               |                                                         |                                |      |      |                                                                          |
| 14.4                                                      | 9.5                                               | 5,9                                                     | 12,0                           | 10,0 | 9,0  | 1,106                                                                    |
| 8.9                                                       | 9.2                                               |                                                         | 11,3                           | 9,8  | 8,7  | 698                                                                      |
| 6.5                                                       | 2.5                                               |                                                         | 11,5                           | 9,4  | 7,9  | 1,196                                                                    |
| 7.9                                                       | 7.1                                               | 8,7                                                     | 15,0                           | 14,0 | 11,5 | 636                                                                      |
| 7.1                                                       | 10.5                                              |                                                         | 14,1                           | 12,5 | 10,6 | 565                                                                      |
| 7.7                                                       | 10.4                                              | 9,0                                                     | 15,7                           | 14,6 | 12,7 | 460                                                                      |
| 6.1                                                       |                                                   |                                                         | 13,9                           | 12,8 | 10,9 | 486                                                                      |
| 6.1                                                       | 6.5                                               |                                                         | 11,9                           | 10,7 | 10,1 | 586                                                                      |
| 7.4                                                       | 10.1                                              | 6,7                                                     | 14,6                           | 13,4 | 11,2 | 538                                                                      |
| 15.8                                                      | 8.6                                               | 8,4                                                     | 14,0                           | 13,4 | 11,6 | 572                                                                      |
| 6.1                                                       | 13.8                                              | 8,2                                                     | 15,2                           | 13,6 | 12,1 | 541                                                                      |
| 12.3                                                      |                                                   |                                                         |                                |      |      |                                                                          |
| 5.4                                                       | 11.0                                              | 6,9                                                     | 14,0                           | 11,7 | 10,6 | 607                                                                      |
| 4.8                                                       | 9.3                                               | 6,9                                                     | 15,9                           | 14,0 | 11,6 | 610                                                                      |
| 5.0                                                       | 9.4                                               | 6,9                                                     | 15,7                           | 12,8 | 11,0 | 580                                                                      |
| 5.4                                                       | 10.2                                              | 6,9                                                     | 13,9                           | 12,2 | 10,5 | 632                                                                      |
| 4.6                                                       | 7.3                                               | 6,9                                                     | 14,9                           | 14,0 | 11,9 | 667                                                                      |
| 5.9                                                       |                                                   |                                                         | 11,4                           | 11,1 | 9,8  | 509                                                                      |
| 5.2                                                       | 9.1                                               | 6,9                                                     | 13,8                           | 12,2 | 10,5 | 626                                                                      |
| 5.6                                                       | 11.9                                              | 6,9                                                     | 13,0                           | 11,6 | 10,8 | 538                                                                      |
| 4.7                                                       | 9.3                                               | 6,9                                                     | 16,0                           | 14,7 | 12,2 | 682                                                                      |
| 5.6                                                       | 12.2                                              | 6,9                                                     | 12,9                           | 11,4 | 9,9  | 556                                                                      |
| 5.7                                                       | 11.6                                              | 6,9                                                     | 12,3                           | 11,3 | 9,6  | 448                                                                      |
| 5.4                                                       | 11.1                                              | 6,9                                                     | 12,8                           | 11,8 | 11,1 | 446                                                                      |
| 5.6                                                       | 14.5                                              | 6,9                                                     | 12,4                           | 10,9 | 9,7  | 618                                                                      |
| 5.9                                                       | 12.0                                              | 6,9                                                     | 12,6                           | 11,6 | 10,8 | 767                                                                      |
| 5.0                                                       | 9.9                                               | 6,9                                                     | 14,8                           | 12,4 | 11,5 | 629                                                                      |
| 5.2                                                       | 8.5                                               | 6,9                                                     | 15,6                           | 12,8 | 9,3  | 730                                                                      |
| 5.1                                                       | 10.2                                              | 6,9                                                     | 14,7                           | 12,8 | 11,3 | 517                                                                      |
| 5.1                                                       | 9.9                                               | 6,9                                                     | 14,7                           | 12,8 | 11,2 | 625                                                                      |
| 5.2                                                       | 9.2                                               |                                                         | 8,0                            | 7,7  | 7,0  | 456                                                                      |
| 8.6                                                       | 2.0                                               |                                                         |                                |      |      |                                                                          |
| 10.2                                                      | 4.4                                               | 7,3                                                     | 9,6                            | 9,7  | 8,1  | 602                                                                      |
| 1.9                                                       | 6.9                                               | 8,2*                                                    | 9,9                            | 9,2  | 8,3  | 479                                                                      |
| .5                                                        | 9.1                                               | 7,3                                                     | 13,1                           | 11,8 | 11,0 | 288                                                                      |
| 6.2                                                       | 6.1                                               |                                                         | 10,4                           | 9,3  | 8,5  | 36                                                                       |
| 13.0                                                      | 5.7                                               |                                                         | 11,3                           | 9,8  | 8,6  | 757                                                                      |
| 13.2                                                      | 3.3                                               | 6,5                                                     | 10,0                           | 9,1  | 8,0  | 582                                                                      |
| 9.0                                                       | 8.8                                               | 7,6                                                     | 11,7                           | 10,7 | 9,5  | 489                                                                      |
| 11.5                                                      | 13.2                                              | 7,5                                                     | 11,5                           | 10,0 | 8,8  | 708                                                                      |
| 14.3                                                      | 7.7                                               |                                                         | 11,1                           | 9,9  | 8,8  | 969                                                                      |
| 7.7                                                       | 31.3                                              |                                                         | 14,0                           | 10,5 | 9,3  | 508                                                                      |
| 14.3                                                      | 19.2                                              | 8,6                                                     | 12,5                           | 11,0 | 9,8  | 1,544                                                                    |
| 15.8                                                      | 6.9                                               |                                                         | 15,5                           | 14,0 | 12,0 | 2,084                                                                    |
| 14.8                                                      | 7.6                                               | 8,5                                                     | 9,0                            | 8,5  | 8,3  | 430                                                                      |
| 5.2                                                       | 5.8                                               |                                                         | 8,4                            | 7,5  | 7,2  | 244                                                                      |
| 11.5                                                      | 9.4                                               |                                                         | 7,9                            | 7,6  | 7,3  | 505                                                                      |
| 4.5                                                       |                                                   |                                                         | 11,0                           | 10,2 | 9,0  | 451                                                                      |
| 10.2                                                      | 5.0                                               |                                                         | 8,9                            | 8,2  | 7,8  | 784                                                                      |
| 5.0                                                       | 10.0                                              |                                                         | 9,2                            | 8,4  | 7,8  | 516                                                                      |
| 7.4                                                       |                                                   |                                                         | 8,7                            | 7,7  | 7,4  | 441                                                                      |
| 4.7                                                       | 9.1                                               |                                                         |                                |      |      | 511                                                                      |
| 7.0                                                       | 9.8                                               | 7,2                                                     | 12,0                           | 10,4 | 9,7  | 490                                                                      |
| 9.7                                                       | 7.4                                               |                                                         | 9,3                            | 8,9  | 8,5  | 470                                                                      |
| 6.3                                                       | 5.3                                               |                                                         | 10,5                           | 9,8  | 9,7  | 737                                                                      |
| 9.5                                                       | 15.5                                              | 7,2                                                     | 9,7                            | 9,0  | 8,4  | 671                                                                      |
| 12.7                                                      | 5.9                                               | 6,7                                                     | 12,9                           | 11,0 | 9,8  | 439                                                                      |
| 13.6                                                      | 7.0                                               | 7,0                                                     | 11,0                           | 10,0 | 9,0  | 316                                                                      |
| 13.6                                                      | 7.5                                               |                                                         | 10,7                           | 9,7  | 8,8  | 362                                                                      |
| 12.3                                                      | 8.3                                               |                                                         | 10,4                           | 9,5  | 8,8  | 454                                                                      |
| 4.7                                                       |                                                   |                                                         | 1,2                            | 9,9  | 9,1  |                                                                          |

| NAME OF INSTITUTION       | (1) | (2) | (3) | (4) | (5)<br>NUMBER OF FULL-TIME<br>FACULTY MEMBERS | (6)<br>AVERAGE COMPENSATION<br>FULL-TIME FACULTY<br>(NEAREST HUNDRED) |
|---------------------------|-----|-----|-----|-----|-----------------------------------------------|-----------------------------------------------------------------------|
|                           |     |     |     |     |                                               |                                                                       |
|                           |     |     |     |     |                                               |                                                                       |
|                           |     |     |     |     | 29                                            | 8,8                                                                   |
| <u>TENNESSEE</u>          |     |     |     |     |                                               |                                                                       |
| HIWASSEE COLLEGE          |     | V   |     |     | 42                                            | 10,6                                                                  |
|                           |     |     |     |     | 46                                            | 9,2                                                                   |
|                           |     |     |     |     | 45                                            | 10,3                                                                  |
| <u>TEXAS</u>              |     |     |     |     | 35                                            | 10,2                                                                  |
| ALVIN JUNIOR COLLEGE      |     | V   |     |     | 93                                            | 11,4                                                                  |
| BEE COUNTY COLLEGE        |     |     |     |     | 77                                            | 9,6                                                                   |
| COLLEGE OF THE MAINLAND   |     | V   |     |     | 22                                            | 9,7                                                                   |
| HOWARD CO JUNIOR COLLEGE  |     | V   |     |     | 26                                            | 9,2                                                                   |
| LEE COLLEGE DISTRICT      |     | V   |     |     | 87                                            | 8,7                                                                   |
| MCLENNAN CMTY COLLEGE     |     |     |     |     | 44                                            | 9,9                                                                   |
| PANOLA COLLEGE            |     | V   |     |     | 84                                            | 10,6                                                                  |
| PARIS JUNIOR COLLEGE      |     |     |     |     |                                               |                                                                       |
| SOUTH TEXAS JUNIOR COLL   |     | V   |     |     |                                               |                                                                       |
| TEXAS SOUTHWEST COLLEGE   |     | V   |     |     |                                               |                                                                       |
| WHARTON COUNTY JR COLL    |     |     |     |     | 67                                            | 11,0                                                                  |
|                           |     |     |     |     |                                               |                                                                       |
| <u>UTAH</u>               |     |     |     |     |                                               |                                                                       |
| UTAH TECH COLLEGE         |     | V   |     |     | 59                                            | 13,5                                                                  |
|                           |     |     |     |     |                                               |                                                                       |
| <u>VERMONT</u>            |     |     |     |     |                                               |                                                                       |
| BENNINGTON COLLEGE        |     | V   |     |     | 67                                            | 11,9                                                                  |
| CHAMPLAIN COLLEGE         | PNA | V   |     |     | 37                                            | 10,1                                                                  |
| GODDARD COLLEGE           |     | V   |     |     |                                               |                                                                       |
| VERMONT COLLEGE           |     |     |     |     | 7                                             | 11,6                                                                  |
|                           |     |     |     |     | 31                                            | 9,9                                                                   |
| <u>VIRGINIA</u>           |     |     |     |     |                                               |                                                                       |
| PRESBY SCH OF CHRIST ED   |     | V   |     |     |                                               |                                                                       |
| SULLINS COLLEGE           |     | V   |     |     | 61                                            | 13,1                                                                  |
|                           |     |     |     |     | 67                                            | 12,7                                                                  |
|                           |     |     |     |     | 32                                            | 14,3                                                                  |
| <u>WASHINGTON</u>         |     |     |     |     | 100                                           | 14,1                                                                  |
| BELLEVUE CMTY COLLEGE     |     | V   |     |     | 118                                           | 13,3                                                                  |
| CENTRALIA COLLEGE         |     | V   |     |     | 54                                            | 13,4                                                                  |
| FORT STELLACOOM CMTY COLL |     | V   |     |     | 71                                            | 14,1                                                                  |
| GREEN RIVER CMTY COLL     |     | V   |     |     | 34                                            | 12,4                                                                  |
| HIGHLINE CMTY COLLEGE     |     | V   |     |     | 64                                            | 12,6                                                                  |
| LOWER COLUMBIA COLLEGE    |     | V   |     |     | 63                                            | 13,0                                                                  |
| NORTH SEATTLE CMTY COLL   |     |     |     |     | 132                                           | 13,8                                                                  |
| PENINSULA COLLEGE         |     |     |     |     |                                               |                                                                       |
| SKAGIT VALLEY COLLEGE     |     | V   |     |     |                                               |                                                                       |
| WENATCHEE VAL CMTY COLL   |     | V   |     |     |                                               |                                                                       |
| YAKIMA VALLEY COLLEGE     |     |     |     |     | 2                                             | ---                                                                   |
|                           |     |     |     |     |                                               |                                                                       |
| <u>WISCONSIN</u>          |     |     |     |     |                                               |                                                                       |
| ST FRANCIS SEMINARY       |     | V   |     |     | 87                                            | 10,7                                                                  |
|                           |     |     |     |     | 40                                            | 10,8                                                                  |
| <u>WYOMING</u>            |     |     |     |     |                                               |                                                                       |
| CASPER CMTY COLLEGE       |     | V   |     |     |                                               |                                                                       |
| NORTHWEST CMTY COLLEGE    |     | V   |     |     |                                               |                                                                       |

| (7)<br>FRINGE BENEFITS<br>AS PERCENT OF<br>AVERAGE SALARY | (8)<br>ACTUAL<br>PERCENTAGE INCREASE<br>IN SALARY | (9)<br>ANNOUNCED<br>MINIMUM SALARY<br>(NEAREST HUNDRED) | (10)<br>SALARY<br>DISTRIBUTION |       |       | (11)<br>FULL-TIME<br>FACULTY<br>COMP./FULL TIME<br>STUDENT<br>EQUIVALENT |
|-----------------------------------------------------------|---------------------------------------------------|---------------------------------------------------------|--------------------------------|-------|-------|--------------------------------------------------------------------------|
|                                                           |                                                   |                                                         | HQ                             | MDN   | LQ    |                                                                          |
| 10.1                                                      | 9.4                                               | 6,8                                                     | 8,4                            | 8,1   | 7,2   | 424                                                                      |
| 1.0                                                       | 13.5                                              | 7,8                                                     | 11,4                           | 10,4  | 9,4   | 587                                                                      |
| 2.3                                                       | 2.3                                               |                                                         | 9,4                            | 8,7   | 8,1   | 529                                                                      |
| 6.0                                                       | 16.7                                              |                                                         | 9,7                            | 9,2   | 8,9   | 604                                                                      |
| 6.6                                                       | 9.4                                               | 7,0                                                     | 9,4                            | 8,8   | 8,3   | 446                                                                      |
| 12.2                                                      | 3.9                                               | 6,9                                                     | 11,5                           | 10,0  | 9,0   | 490                                                                      |
| 11.4                                                      | 3.3                                               | 6,9                                                     | 9,6                            | 9,0   | 8,5   | 454                                                                      |
| 7.3                                                       | 3.4                                               | 7,4                                                     | 10,2                           | 9,3   | 8,1   | 353                                                                      |
| 4.9                                                       |                                                   | 6,5                                                     | 8,6                            | 8,1   | 7,7   | 411                                                                      |
| 12.6                                                      | 7.0                                               | 7,1                                                     | 8,5                            | 8,1   | 7,6   | 240                                                                      |
| 8.2                                                       | 19.0                                              | 7,7                                                     | 9,4                            | 9,0   | 8,4   | 351                                                                      |
| 11.1                                                      | 8.0                                               |                                                         | 11,5                           | 9,9   | 8,4   | 485                                                                      |
| 7.6                                                       |                                                   |                                                         |                                |       |       |                                                                          |
| 12.9                                                      | 14.9                                              | 6,7                                                     | 11,0                           | 9,9   | 8,4   | 528                                                                      |
| 11.2                                                      | 6.7                                               |                                                         | 13,5                           | 11,8  | 10,5  | 1,422                                                                    |
| 10.8                                                      | 14.7                                              | 7,5*                                                    | 11,7                           | 10,9  | 9,7   | 703                                                                      |
| 11.1                                                      | 14.9                                              |                                                         | 10,2                           | 9,4   | 8,2   | 926                                                                      |
| 18.2                                                      | 5.0                                               |                                                         |                                |       |       |                                                                          |
| 9.5                                                       | 5.8                                               |                                                         | 9,5                            | 9,0   | 8,1   | 910                                                                      |
| 8.9                                                       | 9.8                                               | 7,4*                                                    | 14,5                           | 12,5  | 9,4   | 452                                                                      |
| 4.9                                                       | 7.8                                               | 7,6                                                     | 13,2                           | 12,3  | 10,9  | 439                                                                      |
| 9.5                                                       | 12.4                                              | 8,7                                                     | 14,5                           | 13,2  | 12,0  | 303                                                                      |
| 9.6                                                       | 8.1                                               | 8,2*                                                    | 14,4                           | 12,7  | 11,3  | 443                                                                      |
| 9.8                                                       |                                                   |                                                         | 14,1                           | 12,0  | 10,4  | 386                                                                      |
| 9.8                                                       | 11.8                                              | 8,3                                                     | 13,6                           | 12,5  | 10,8  | 499                                                                      |
| 9.6                                                       |                                                   |                                                         | 14,7                           | 12,6  | 11,2  |                                                                          |
| 4.4                                                       | 10.6                                              | 8,4                                                     | 13,1                           | 12,1  | 10,6  | 498                                                                      |
| 5.1                                                       | 7.2                                               | 7,5                                                     | 13,5                           | 12,2  | 10,9  | 452                                                                      |
| 9.9                                                       | 9.2                                               | 7,0                                                     | 13,5                           | 12,3  | 10,3  | 504                                                                      |
| 5.5                                                       | 12.8                                              | 7,3*                                                    | 14,0                           | 13,3  | 11,4  | 702                                                                      |
| -----                                                     | -----                                             | -----                                                   | -----                          | ----- | ----- | -----                                                                    |
| 8.7                                                       | 4.4                                               | 7,0                                                     | 11,3                           | 10,1  | 9,0   | 340                                                                      |
| 9.4                                                       | 6.1                                               |                                                         | 10,9                           | 9,7   | 8,9   | 510                                                                      |